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Government of West Bengal

Labour Department

**Report of the
Minimum Wages (Oil Mills)
Committee**

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FROM SRI M. C. BANERJEE, *District Judge, Chairman, Minimum Wages
(Oil Mills) Committee,*
8, Lyons Range, (2nd floor), Calcutta.

TO THE JOINT SECRETARY TO THE GOVERNMENT OF WEST BENGAL,
DEPARTMENT OF LABOUR,
WRITERS' BUILDINGS, CALCUTTA.

Calcutta, the 12th February, 1951.

SIR,

I am sending herewith the Report of the Committee appointed by notification No. 112-Lab., dated the 19th January 1950, to hold enquiries and to advise Government in fixing minimum wages in respect of employments in the Oil Mills in West Bengal. The report has been signed by 8 out of 9 members and has been unanimous so far as they are concerned. Sri Shyama-pada Mukherji, a representative of the employees and belonging to the Hind Mazdoor Sabha, did not appear in the meeting for consideration of the report and did not also appear before me in spite of repeated letters to him. I am therefore sending the report without his signature.



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Yours faithfully,

M. C. BANERJEE,
*Chairman, Minimum Wages (Oil Mills),
Committee.*

Report of the Minimum Wages (Oil Mills) Committee

CHAPTER I.

Introductory.

In exercise of power conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act XI of 1948), the Government of West Bengal, by their notification No. 112-Lab., dated the 19th January 1950, in the Department of Labour, appointed a Committee to hold enquiries and to advise Government in fixing the minimum wages in respect of employments in the Oil Mills in West Bengal.

The Committee, consisting of independent members and the representatives of employers and employees, was appointed with the following persons :—

Independent Members.

- (1) Sri M. C. Banerjee, District Judge—*Chairman*.
- (2) Sri P. M. Chatterjee, Inspector of Factories.
- (3) Sri S. R. Mukherjee, Inspector of Statistics, Department of Labour—*Secretary*.

Representatives of employers.

- (4) Sri P. C. Chatterjee—Bengal Oil Mills' Association.
- (5) Sri Manmatha Nath Sadhukhan—Bengal Oil Mills' Association.
- (6) Sri S. K. Roy—Bengal Oil Mills' Association.

Representatives of employees.

- (7) Sri Panchanan Bhattacharjee—B.P.N.T.U.C.
- (8) Sri Nabajyoti Barman—B.P.N.T.U.C.
- (9) Sri Shyamapada Mukherjee—Hind Majdoor Sabha.

On a request from the Bengal Oil Mills' Association, the Government of West Bengal by a subsequent notification No. 1442-Lab., dated the 25th March, appointed Sri H. L. Gupta and D. C. Sadhukhan as members of the Committee—*vice* Sri Manmatha Nath Sadhukhan and S. K. Roy, as representatives of employers.

Due to pre-occupations of the Chairman in connection with the cases under the Industrial Disputes Act, 1947, it was not, however, possible to convene any meeting of the Committee before the 17th February 1950. In the first meeting of the Committee discussions were mainly based on the procedure that had to be adopted for the conduct of the meetings and also on the method of collecting basic data. A preliminary discussion was also made on the principles that had to be adopted for fixing minimum wages. This has been dealt with in detail at a later chapter.

The questionnaire (Appendix D) which was prepared by the Secretary was adopted after examination in the Committee and was decided to issue to all the mills in West Bengal both large and small. Besides this it was decided in the above meeting that certain representative mills covering large, medium and small both in and outside Calcutta would be visited by the members of the Committee with a view to get a first-hand idea regarding the method and conditions of work in those mills and also on the current rates of wages, other emoluments, etc.

The response to the questionnaire, which was issued to all the mills, was poor, as out of 67 mills addressed only 14 replied and the replies contained therein were also inadequate. Nothing of much substance could be gathered from them and they have been discussed in a later chapter.

The Committee also collected certain informations from the following authorities:—

- (1) Labour Commissioner, West Bengal.
- (2) Labour Commissioner, Uttar Pradesh.
- (3) Director of Industries, West Bengal.
- (4) Department of Labour, West Bengal.

The Labour Directorate, under the control and supervision of Sri S. R. Mukherjee, the Secretary of the present Committee, conducted a Family Budget Enquiry into the living conditions of workers employed in the Oil Mills in West Bengal in the beginning of 1950. The results of the enquiry, particularly on the average size of the family, average size of earners, income and expenditure of the family have been utilised in this report in the matter of determining minimum wages and has been discussed in detail in Chapter VI.

The Chairman and other members of the Committee visited the following mills with a view to have a first-hand information on different types of work in the Oil Mills:—

Mills.

- (1) Swaika Oil Mills, Lillooah.
- (2) Satyanarayan Oil Mills, Salkia.
- (3) Debendra Nath Sadhukhan's Oil Mills, Upper Circular Road.
- (4) Luxmi Narayan Oil Mills, Upper Circular Road.
- (5) Gouripore Oil Mills, Naihati.
- (6) Kashimbazar Oil Mills, Berhampore.
- (7) Sreemanta Oil Mills, Khagra, Berhampore.
- (8) Kuaram Oil Mills, Ranigunj.
- (9) K. B. Oil Mills, Ranigunj.
- (10) Mahadeolal Ram Nibas Rice and Oil Mills, Ranigunj.

The materials which could be collected during inspection have been summarised in Appendix C (Table B).

CHAPTER II.

Inception of Wage-Fixing Machinery.

The term "wages" may be considered to be a contract income settled as between the employers and employees, where the latter sell labour power in lieu of money or goods or both. Wages form the pivot around which most of the labour problems revolve. The question related to standard of living of the employees and the workmen, the economic well-being of the worker in general, his relative efficiency, the labour costs as an item of cost of production as also in relation to the competitive costs of the commodities produced, pertain to the problem of wages. Wages are certainly the most common source of industrial disputes between employers and employees.

Of the two contracting parties in the fixation of wages, viz., the employers and the employees, the employers are undoubtedly in a much stronger position, particularly where labour is not sufficiently well-organised or has not developed the practice of collective bargaining, as is the case in India to-day. The society and the State, therefore, feel it to be their moral responsibility to protect the weaker party. The State is also committed to the enlargement of the productive capacity of the community, to increase the national dividend. Individual rights are, therefore, being increasingly subordinated to what the State regards as the collective good of the community, and the State is taking upon itself the adjustment of relations between the employers and the employees in supersession of contracts of freedom of contract, in the interest of industrial peace and maintenance of production.

The need of fixing Minimum Wages for the industrial labour, i.e., wages that is necessary to enable the worker and his family to obtain the minimum necessities of life, has been almost everywhere recognised in modern States, especially in industries where workers were not organised. In England legislation was passed in 1909 for fixing Minimum Wages in a certain group of industries. The first Minimum Wage legislation was taken up in 1912 in U.S.A. In France the Minimum Wage Law was passed in 1915.

The International Labour Conference adopted Minimum Wage-fixing Machinery Convention (Convention No. 26) in 1928. This draft Convention provided as follows:—

"Each member of the I.L.O. which ratifies this Convention undertakes to create or maintain machinery, whereby minimum rates of wages can be fixed for workers employed in certain parts of the trade in which no arrangement exists for the effective regulation of wages by collective agreement or otherwise or where wages were exceptionally low". The Government of India did not adopt the International Labour Office Convention for Minimum Wages pending the report of the Royal Commission on Labour (1921-31) who were requested to advise on the subject. The Commission found the level of wages outside organised industries to be low. The Royal Commission observed as follows:—

"It appears to us that, in order to conform to both the letter and the spirit of the Convention, it would first be necessary to create machinery for fixing minimum rates of wages in those trades in which wages are lowest and where there is no question of collective bargaining (pp. 212).

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We recommend, however, that of the industries which came within our terms of reference, those referred in the chapter dealing with unregulated factories, be examined in the first instance with a view to the need and possibility of instituting minimum wage-fixing machinery" (pp. 214).

The question again came for consideration before the subsequent Labour Enquiry Committees, such as the Textile Labour Enquiry Committee, Bombay, in 1937-40; the Kanpur Labour Enquiry Committee, U. P., in 1938; and the Bihar Labour Enquiry Committee in 1938-40. These Committees expressed themselves in favour of fixing minimum wages, but found, like the Royal Commission on Labour, the actual level of the wages very low and, therefore, recommended to Government to fix minimum wages at comparatively low figures. The Labour Investigation Committee (The Rege Committee, 1944-46) observed as follows on the "wage structure and wage policy":—

"As the Government of India have under contemplation the question of devising a machinery for the fixation of minimum wages in different industries, it is unnecessary to deal in detail with the existing wage structure or to make suggestions for its reforms. Our surveys, however, will bring home to any reader the fact that the basic wage level in most industries is exceptionally low" (pp. 367).

The Government of India appointed the Central Pay Commission on 10th May 1946 to enquire into and report on the conditions of service of Central Government employees with particular reference, amongst others, to the structure of their pay and standard of remuneration with the object of achieving to the fullest degree possible rationalisation and the principles on which remunerations of industrial workers and the daily-rated workers should be based. The Commission recommended that the Government should take some step forward in giving effect to the living wage principle in dealing with the employees who are virtually on the "poverty line" and came to the conclusion that in no case a man's wage should be less than the living wage. This living wage was fixing to be Rs. 55 (Rs. 30 as basic pay plus Rs. 25 as dearness allowance) for the working class family and Rs. 90 (Rs. 55 as basic pay plus Rs. 35 as dearness allowance) in the case of middle class employees, calculated on the cost of living as it stood in the beginning of 1947 (285 taking 100 as that in 1939). The Commission also recommended for grant of house rent allowance in big cities and certain other benefits. The Government of India have accepted the basic pay structure recommended by the Commission and the amount of dearness allowance is subject to alterations upwards and downwards according to the variation of the cost of living index. The Government have also accepted the living wage of the working class family and the middle class family.

The question of establishing statutory wage-fixing machinery was discussed at the 3rd meeting of the Standing Labour Committee in May 1943, in the Labour Conference in September 1943, in the 4th meeting of the Standing Labour Committee held in January 1944 and the 6th Labour Conference held in October 1944. The Government of India introduced the Minimum Wages Bill in the Indian Legislative Assembly in April 1946 for setting up machinery for fixing minimum wages by Provincial Governments in respect of employments where sweated labour is most prevalent or where there is chance of exploitation of labour, and mentioned these industries in a schedule, with power to add more categories of employment thereto. The Bill was referred to the Select Committee in March 1947, and was passed by the Dominion Legislature in 9th February 1948 (XI of 1948).

CHAPTER. III.

Minimum Wages Act, 1948 (XI of 1948).

This is an Act to provide for fixing minimum rates of wages in certain employments. The Act empowers the Provincial or Central Government, as the case may be, to fix minimum rates of wages in respect of certain scheduled employments, after due enquiries. The present schedule includes employment (1) in any woollen carpet making or shawl weaving establishment, (2) in rice mill, flour mill or dal mill, (3) in tobacco (including bidi making) manufactory, (4) in plantation, viz., estate maintained for the purpose of growing cinchona, rubber, tea or coffee, (5) in oil mill, (6) under any local authority, (7) on road construction or building operations, (8) in stone breaking or stone crushing, (9) in lac industry, (10) in any mica works, (11) in public motor transport, (12) in tanneries and leather manufactory and (13) in agriculture including farming, dairy, horticulture, poultry, forestry or timber operations.

The term "Minimum Wage" has not been defined in the Act. Section 2 of the Act defines various terms including "wages". According to section 2(h) "wages" means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, but does not include—

(i) the value of—

(a) any house-accommodation, supply of light, water, medical attendance, or

(ii) any contribution paid by the employer to any Pension Fund or Provident Fund or under any scheme of social insurance;

(iii) any travelling allowance or the value of any travelling concession;

(iv) any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment; or

(v) any gratuity payable on discharge.

Under section 5(1)(a) the appropriate Government is empowered to appoint a Committee to hold enquiries and advise it in fixing minimum rates of wages in respect of any scheduled employment for the first time under this Act. This present enquiry has been directed under section 5(1)(a) of the Act. This enquiry has been directed to enable the Government to fix under section 3(2),

(a) a minimum rate of wages for time work or "the minimum time rate";

(b) a minimum rate of wages for piece work or "the minimum piece rate";

(c) a minimum rate of remuneration to apply in the case of employees employed on piece work for the purpose of securing to such employees a minimum rate of wages on a time work basis or "a guaranteed time rate";

- (d) a minimum rate (whether a time rate or a piece rate) to apply in substitution for the minimum rate which would otherwise be applicable in respect of overtime work done by employees or "the overtime rate".

These minimum rates are to be fixed for—

- (1) different classes of work in the same scheduled employment;
- (2) adults, adolescents, children and apprentices;
- (3) different localities.

The rates may be fixed by the hour, by the day or by any other larger wage period as may be prescribed. Under section 4 of the Act any minimum rate of wages fixed or revised by the appropriate Government under section 3 may consist of—

- (i) a basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate Government may direct, to accord as nearly as practicable, with the variation in the cost of living index number, applicable to such workers or in other words, the cost of living allowance;
- (ii) a basic rate of wages with or without the cost of living allowance, and the cash value of the concessions, in respect of supplies of essential commodities at concession rates, where so authorised; or
- (iii) an all-inclusive rate, allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any. Section 11 provides that minimum wages payable under the Act shall be paid in cash. Exception has, however, been made in the case of industries or establishments where there has been a custom to pay wages wholly or partly in kind.

Section 12 lays down that the employers shall pay to every employee engaged in a scheduled employment under him wages at a rate not less than the minimum rate of wages fixed under this Act for that class of employees in that employment, without any deductions except as may be authorised within such time and subject to such conditions as may be prescribed.

Under section 13 the appropriate Government may—

- (a) fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals;
- (b) provide for a day of rest in every period of seven days, which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest;
- (c) provide for payment for work on a day of rest at a rate not less than the overtime rate.

Section 14 provides for payment of overtime wages for a period of work in excess of the number of hours constituting a normal working day.

Section 15 lays down that a worker who works for less than the requisite number of hours constituting a normal working day shall receive wages for a full normal working day under certain conditions.

Section 17 provides that where an employee is employed on piece work for which minimum time rate and not a minimum piece rate has been fixed under this Act, the employer shall pay to such employee wages at not less than the minimum time rate.

As the appropriate Government have not fixed the hours for a normal working day, under section 13 of the Act, we are to be governed by the Factories Act on this point. Section 51 of the Factories Act provides for a maximum of 48 hours in a week and a daily maximum period of 9 hours for an adult. For a child the daily maximum is $4\frac{1}{2}$ hours of work. Appropriate provisions of the Factories Act will also apply in the absence of any contrary provision in the Minimum Wages Act.

There are also other provisions in the Act for maintenance of registers and records for appointments of Inspectors for the purposes of this Act and for realisations of claims arising out of payment of less than the minimum rates of wages to employees. Penalties have also been provided in case an employer pays to an employee less than the rates of minimum wages fixed under this Act. Any contract by an employee purporting to relinquish or reduce the right to a minimum rates of wages or any other privileges accruing to him under this Act has been declared to be null and void under section 25.

Under section 27 the appropriate Government has been authorised to add to the schedule any employment in respect of which it is of opinion that the minimum rates of wages should be under this Act. Under section 30 the appropriate Government has been authorised to make rules for carrying out the purposes of this Act.

As the Act has defined wages but not minimum wages which is to be fixed by the appropriate Government, this Committee have to come to a conclusion as to the concept of the minimum wage, on the fixation of which in the Oil Mills Industry in West Bengal it is to advise the Government. In the next chapter we shall deal with the concept of minimum wage which we shall try to apply to the employees in the Oil Mills Industries in West Bengal.

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CHAPTER IV.

Minimum Wage.

Minimum wage may be defined as the wage which, having regard to the special conditions of a geographical economic region, is deemed to be indispensable to enable a worker and his family to purchase the necessities of life, viz., food, housing and clothing and to maintain an adequate standard of living. A family of 3 consumption units is usually taken as the standard of family. This concept of minimum wage necessarily involves the question of the standard of living which the society considers it necessary for the worker to maintain.

The U. P. Labour Enquiry Committee, 1946-48, examined the question of standard of living at the following four levels in its attempt to devise the minimum basic wage for the industrial labour in the U.P.:—

(1) **Poverty Level.**—The total income in the case of Poverty Level is insufficient to obtain the minimum necessities for the maintenance of merely physical efficiency. Such a standard would necessarily involve undernourishment, overcrowding, deterioration of clothing, etc., and throws the family living at this level to charitable relief at any distress.

(2) **Minimum Subsistence Level.**—The total income at this level is sufficient merely for the maintenance of the physical efficiency, were it not that some portion of it is absorbed by other expenditure, either useful or wasteful.

(3) **Subsistence Plus Level.**—The income in case of subsistence plus level is sufficient not only for physiological existence, but also for some elementary social necessities, such as medical attention, a modicum of recreation, and elementary education for the children of the family.

(4) **Comfort Level.**—At this level, a family is able to live in a decent house moderately equipped and decorated; it has reasonable adequate funds available for such items as insurance, education, vacation, health maintenance and amusements.

The Committee observed that these levels are only attempts at forming a clearer view of the standard of living. They do not exactly formulate living costs or living wages. The Committee finally observed, "The fixation of the minimum at the comfort level for the great mass of workers is not yet within the realm of attainment even in the most advanced countries of the world. The Subsistence Plus Level, however, is taken as the criterion of the socially desirable minimum basic standard of living or basic living wage". The Committee, therefore, recommended adoption of the minimum wage at this standard of living.

The observations of the Report of the Central Pay Commission (paragraph 48) on the standard of living may be considered in this respect. The Commission observed as follows:—

"The standard of living like the 'poverty line' is to a large extent a 'relative' conception. It reflects national conceptions and these are, in turn, shaped by the national income. The poverty line may be drawn at the point below which an individual would be undernourished or it may be drawn well above the nutritional minimum, at a point where a choice of diet and

the chance of some cultural life or recreation will also be possible. We think that at present we can only aspire to rise above the 'poverty line' in the first sense. According to recent calculations, the annual *per capita* income in India, even during the most favourable periods, has been much below Rs. 100. The power of a family to live up to a certain level of nutrition may be secured not only by improving its money income but also by increasing the purchasing power of the money it gets."

In December 1947, the Industries Conference convened by the Government of India and attended by representatives of the Provincial and State Governments, leading businessmen, industrialists, and important labour leaders passed the Industrial Truce Resolution. This Resolution provided amongst other matters as follows:—

"The employer must recognise the proper role of labour in industry and the need to secure for labour fair wages and working conditions; labour for its part must give equal recognition to its duty in contributing to the increase of the national income without which a permanent rise in the general standard of living cannot be achieved. * * * * *

The system of remuneration to capital as well as labour must be so devised that, while in the interest of the consumers and the primary producers, excessive profit should be prevented by suitable measures of taxation and otherwise, both will share the product of their common effort after making provision for payment of fair wages to labour, a fair return on capital employed in the industry and reasonable reserves for the maintenance and expansion of the undertaking." This Resolution was accepted by the Central Government in their statement of an Industrial Policy, dated the 6th April 1948. In accordance therewith a Committee was appointed to enquire into and report on the subject of "fair wages" to labour. This Committee submitted its report in June 1949. In this report the concepts of minimum wage, fair wage and living wage were examined.

This Committee examined in detail the concepts of the living wage, minimum wage and the fair wage and their relation to each other in the existing economic conditions of India on the following considerations:—

"* * the distribution of national income among the various factors of productions should be such as to be conducive to the progressive growth of the national income itself, and with this objective clearly in view, certain extreme courses should be avoided. Rapid capital formation and the consequent growth of the total national income might be facilitated by an extremely unequal distribution of incomes, but that cannot be a justification for tolerating or perpetuating conditions which offended against social conscience. On the other hand, an equal distribution of national income or a merely equal distribution according to the concept of 'each according to his need' might arrest capital formation to such extent as to result in a rapid reduction of the national income. Both these extremes are equally harmful. We consider that the comparatively low level of national income should not be used as an argument against the prescription by law of minimum standards below which, on social grounds, one shall be allowed to fall. * * * * *

It is generally recognised that the present level of national income does not permit of the payment of a 'living wage' on standards prevalent in more advanced countries. But this should not preclude the fixation of fair wages on different and lower standards. At almost any level of the national income, there should be a certain level of minimum wages which society can afford: what it cannot afford are minimum wages fixed at a level which would

reduce employment itself and thereby diminish the national income. Apart from these negative limits, the state of the national income is highly relevant to the problem of wage because no wage policy can be regarded as just or even economically sound unless it encourages increase of the national income and secures to the wage earner a legitimate share in that increase." This Committee conceived "living wage", "minimum wage", and "fair wage" on the following lines:—

Living Wage.—The living wage represents a standard of living which enables the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill-health, requirements of essential social needs, and a measure of insurance against the more important misfortunes including old age.

Minimum Wage.—A minimum wage must provide not merely for the bare subsistence of life but for the preservation of the efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities.

The Fair Wage.—A fair wage is above the minimum wage but below the living wage. The minimum wage should have no regard to the capacity of the industry to pay, and should be based solely on the requirements of the worker and his family. A fair wage is a step towards the progressive realisation of a living wage and it would in time progressively approach the living wage. The minimum wage standards set up the irreducible level, the lowest limit or the floor below which no worker should be paid. A fair wage is settled above the minimum wage and goes through the process of approximating towards the living wage. While the lower limit of the fair wage must be the minimum wage, the upper limit is set by what may be broadly called the capacity of the industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages would depend on considerations of the following factors:—

- (i) The productivity of Labour;
- (ii) The prevailing rates of wages in the same or similar occupations and in the same or neighbouring localities;
- (iii) The level of the national income and its distribution; and
- (iv) The place of the industry in the economy of the country.

The wage-fixing machinery should relate to fair wage a fair load of work.

The Committee decided *inter alia* that—

- (a) The standard family should be reckoned as one requiring three consumption units and providing one earner;
- (b) Fair wages should be determined on the industry-cum-region basis.
- (c) Basic wages should be fixed in respect of cost of living index number 160-175, treating the index number 1939 as 100;
- (d) For the lowest category of wage earners the target obviously would be compensation to the extent of 100 per cent. of the increase of the cost of living. For the categories above the lowest a lower rate of compensation is justifiable, but the amount of compensation should be based on salary scales or slabs; and

- (e) The wage-fixing machinery should try to evolve standard occupational nomenclature, so that the work of classification and assessment may be undertaken on a uniform basis.

This Committee has been entrusted with the task of advising the Government on the fixing of the minimum standards of wages of the different categories of workmen in the Oil Mill Industry in this State. We shall adopt the conception of minimum wage as defined above by the Committee on fair wages and shall reckon the standard family as one requiring 3 consumption units and providing one earner.

In the next chapter we shall have a brief survey of the process of the work of extraction of oil from seeds in an Oil Mill as also the categories of workmen that take part in the different stages of that process.



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CHAPTER V.

Work and Workmen in Oil Mills.

The Oil Milling Industry in this State is perennial, but the volume of work varies from time to time according to the supply of mustard seeds from the outside States, mainly Uttar Pradesh. Most of the Oil Mills are engaged in crushing only mustard seeds. There are, however, some mills, small in number, who crush also linseed and groundnuts along with mustard seeds, such as Swaika Oil Mills and Bhagat Oil Mills. The Gouripore Oil Company operates only with linseed. The mills named above are some of the major individual units in the industry. The great majority of the mills, however, crush only mustard seeds and the occupations in these concerns are more or less similar. In the larger mills the occupations are more elaborate than those in the smaller ones and the division of labour is more minute and detailed. In the smaller mills more than one occupations have been combined into one and devolved on a single body. It has also been observed in the course of the investigation of the Committee that nomenclature of certain types of occupations vary from locality to locality and even in different mills in the same locality.

The number of Oil Mills in the State of West Bengal, of which records are available in the Labour Directorate, is 58. The list of Oil Mills sent by the Director of Industries on requisition from this Committee shows 235 Oil Mills. This list, however, does not show the number of workmen employed in each mill and the Committee presume that the mills not covered by the list received from the Labour Directorate are very small units. The Committee consider that the 58 mills appearing in the list of the Labour Directorate are the principal Oil Mills in the State. Of these about 30 are included in the Calcutta-Howrah area and the rest in the remaining areas of the State. The Swaika Oil Mills, Howrah Oil Mills, Ashutosh Oil Mills, Bhagat Oil Mills and Gour Mohan Oil Mills appear to be the largest units in the Calcutta-Howrah area. In the rest of the State, the largest units are the Canal Oil Mills (Hooghly), Ramdayal De and Sons Oil Mills (Burdwan), H. B. De Oil Mills (Burdwan) and Srigopal Oil Mills (Bankura). The total number of workmen in the 58 mills shown in the list of the Labour Directorate is 3,475 of which 145 are women.

The number of Oil Mills producing only mustard oil and the number of persons employed in crushing mustard seeds are much larger than those who crush other seeds exclusively or along with mustard seeds. We shall here below discuss the process of work involved in the crushing of mustard oil from seeds, as this process represents almost the whole percentage of work in the Oil Mill Industry in the State.

Three kinds of machineries are generally used in West Bengal in producing mustard oil. They are (a) Ghani, (b) Ghani-cum-Expeller and (c) Expeller. The oil produced by ghanies alone is more pungent in taste and somewhat superior in quality to that produced by other processes. It is sold at a higher price than produced by Ghani-cum-Expeller to compensate for the lower yield, the difference being one seer less in a maund than that produced by other machineries. The oil produced by Ghani-cum-Expeller represents the largest quantity of the commodity sold in the market. The taste of this oil is considered to suit the local people and the yield is one

seer more in a maund than that produced by ghanies only. Production of oil by expellers alone is hardly resorted to as the product has no market as an edible oil.

The milling of mustard oil is by no means intricate and involves only one process, namely, the milling operation, i.e., the crushing of the seeds and receiving the oil content. The process is preceded by the work of sieving to get rid of foreign materials. These operations are carried on in the following stages.

- (1) Unloading of seeds.
- (2) Sieving of the seeds.
- (3) Loading of ghanies with seeds.
- (4) Handling of the machineries, such as ghanies and expellers.
- (5) Removing of cakes from expellers and oil from can.
- (6) Storing of oils.
- (7) Weighing and tinning of oils.
- (8) Despatch of the oil to the market.

Besides the above every mill has to maintain an engine room for deriving power and a maintenance staff for repairs appertaining to the machineries. In the smaller mills the same body of men usually operate the machines as well as look after their maintenance.

Workers employed in these processes are classified as follows:—

(a) *Coolies*—for unloading of seeds and loading of tins. They are both employed directly by the company and also some time through a contractor. They take out the oil from the cans, put them in the stores, feed the expeller with oilcakes and take them out when the oil is fully extracted.

Chalna coolies.—They prepare the seeds before they are put into ghanies for milling. In this occupation females are sometimes employed.

Dhamawalas.—They feed the ghanies with seeds, carrying the seeds weighing 10 seers for each ghani and help the ghaniman in producing oil.

In this category of coolies there are also coalman, dresser and gadh presser.

(b) *Press-moulders*.—They prepare the moulds for putting into the press.

(c) *Ghaniman*.—He operates the ghanies and is responsible for the yield of oil from the seeds which are of various qualities and require special handling in case of each variety. The yield of oil is largely dependant on his skill in operating the ghanies.

(d) *Expellerman*.—He is known also as the press-man. He operated the expeller. He is responsible for a proper functioning of the expeller and has to take care that the maximum quantity of oil is received from the cakes put into the expellers.

(e) *Tindal*.—He operates the engine and is responsible for its maintenance. He is also called engine driver or driver or a mistry.

(f) *Fireman*.—He feeds the boiler of the engine with fuel and helps the tindal.

(g) *Gutch cutter*.—He is also known as the gutchkata mistry. He makes the ghanies out of timber. He is to see that the steel piston properly fits into the socket of the ghani.

(h) *Durwan*.—For watch and ward purposes.

(i) *Clerks*.—For the office.

(j) *Mechanics and Mistries*.—This category includes fitters, blacksmiths welders, turners, carpenters, latheman, mason, electrician, etc.

We have already mentioned that in the smaller units there is a combination of one or more occupations in the same workmen. For instance the tindal and the fireman may be the same person and he may be also a mistry of one category.

Having considered the different types of occupations and the nature of work attached to them we propose to classify them as follows:—

I. *Skilled*.—Mistry, mechanic, fitter, blacksmith, welder, carpenter, expellerman, ghaniman, gutchcutter, tindal, engine driver or driver, electrician, latheman, and jhalaiwala or welder.

II. *Semi-skilled*.—Fireman, or boiler khalasi or engine khalasi, oilman, press-moulder.

III. *Unskilled*.—General cooly for loading and unloading, dhamawala, or ghani cooly, press cooly or expeller cooly, chalan cooly, coalman, dresser or gadh presser.

If a semi-skilled workman such as a fireman or an engine khalasi takes up the charge of a skilled job in addition he shall be treated as skilled. Similarly the press-moulder will be considered to be skilled if he also undertakes any of the work of the skilled category. The workers of the category III shall not be taken as skilled or semi-skilled if they work only as helpers to the workmen of those categories with the object of learning the work.

Different nomenclatures for the same occupation are used in different mills. For the sake of uniformity it is desirable that standard nomenclature for occupations passing in more than one name should be used. We propose to suggest the following standard nomenclatures for certain occupations:—

I. *Skilled*.—

(1) *Expellerman*—for expellerman or pressman.

(2) *Ghaniman*—for ghaniwalla or ghaniman.

(3) *Gutch cutter*—for gutchcutter or gutchkata mistry.

(4) *Tindal*—for tindal or engine driver or driver.

II. *Semi-skilled*.—*Fireman*—for fireman, engine khalasi or boiler khalasi.

III. *Unskilled*.—

(1) *Ghani cooly*—for ghani cooly or gachan or for any cooly working on the ghanies.

(2) *Expeller cooly*—for expeller cooly or press cooly or any cooly working on the expeller.

(3) *General cooly*—for coolies engaged in loading or unloading, coalman, dresser, gadh presser, chalna cooly and helper to the skilled or semi-skilled workers.

CHAPTER VI.

Family Budgets of the Oil Mills Workers.

The Labour Directorate conducted in the beginning of 1950 a Family Budget Enquiry into the living conditions of workmen in the Oil Mills in West Bengal. The enquiry covered all types of Oil Mills large and small and included within its scope all types of workers employed, skilled, semi-skilled and unskilled, except the clerical and supervisory personnel. They divided the Oil Mills in the State into two categories according to the region of location as follows:—

- (1) Calcutta and Howrah; and
- (2) Rest.

The analysis of the data collected by them in the above enquiry has also been done in conformity with that division. The Committee consider that the enquiry on the basis of the two areas was justified on principle and accept the results of the enquiry as useful for their purpose.

The results of the enquiry relate to a family of a worker which may consist of a skilled workman as the head of the family with others as dependants on him, or an unskilled worker as the head of the family with a skilled worker as a member. The data, therefore, shows the average of a family consisting of all types of workers, skilled, semi-skilled and unskilled. Table I in Appendix A shows the occupation of the heads of the families concerned in the Family Budget Enquiry mentioned above. It appears that the enquiry was conducted in respect of 84 sample families with an average distribution of income or expenditure of a family from Rs. 5 to Rs. 55 and above per week in 11 sub-groups of income and expenditure levels with a range of Rs. 5 in each. Table II which appears as Appendix B of this Report shows the details of the size of the family and earners therein in the different expenditure and income levels. The results of these enquiries in different contexts are mentioned below:—

Average Size of the Family of the Oil Mill Workers.

The average numerical size of the family of an Oil Mill worker at Calcutta and Howrah is 5·83 as against 5·39 in the rest of the State bringing the overall size of the family for the State to 5·67. The table below shows the distribution of the members according to sex and age constituting an average family in the two areas:—

Table 1.

			Calcutt and Howrah.	Rest.	Combined.
Adults—					
Male	..	..	2·02	1·61	1·87
Female	..	..	1·72	1·65	1·69
Children below 15 years—					
Boys	..	..	1·40	1·52	1·44
Girls	..	..	0·69	0·61	0·67
		Total	5·83	5·39	5·67

The Number of Earners in a Family.

The average number of earners in an average family is 1.58 as against 1.29 in the rest of the State, bringing the overall number to 1.48. The table below shows the distribution of earners according to age and sex:—

Table 2.

EARNERS.				Calcutta and Howrah.	Rest.	Combined.
Adults—						
Male	..	..	..	1.56	1.29	1.47
Female	..	..	..	0.02	..	0.01
Children below 15 years—						
Boys	..	..	..	..	..	..
Girls	..	..	..	..	..	..
Total	..	..	..	1.58	1.29	1.48

It appears from above that the proportion of female earners in a family is very small in Calcutta and Howrah area being 1.2 per cent. as against 98.8 per cent of males. In the remaining area the proportion of female earners is zero, bringing the overall proportion of females to 0.8 per cent. in the whole State.

It appears from the above two tables that in Calcutta and Howrah area, 1.58 earners maintain 5.83 persons in a family including himself; or in other words one earner is to maintain 3.62 persons including himself. In the remaining area one earner is to maintain 4.17 persons. The overall position of the State as a whole is one earner: 3.83 persons dependant, including himself.

Income.—The average income (in rupees) of a family per week as revealed in the enquiry for the two areas are as follows: The total income has been divided into two parts (i) Cash income and (ii) other subsidiary income:—

Table 3.

FAMILY INCOME PER WEEK.

				Calcutta and Howrah.	Rest.	Combined.
				Rs.	Rs.	Rs.
<i>A.—Cash Income.</i>						
Basic wage	..	..	..	18.55	13.99	16.87
Dearness allowance	..	..	..	2.73	1.28	2.19
Overtime	..	..	..	0.58	0.60	0.59
Others	..	..	..	4.84	2.50	3.98
Total	..	..	..	26.70	18.37	23.63
<i>B.—Subsidiary Income.</i>						
Land	..	..	..	0.46	0.14	0.34
Cattle	..	..	..	0.28	0.59	0.39
Food concession	..	..	..	0.26	0.29	0.27
Clothing concession	..	..	..	..	0.01	0.01
Housing	..	..	..	0.13	..	0.08
Firewood	..	..	..	0.58	0.24	0.45
Kerosene	..	..	..	0.01	0.03	0.02
Total	..	..	..	1.72	1.30	1.56
Total Income (A and B)	..	..	..	28.42	19.67	25.19

The details of income and the sources from which they accrue according to different expenditure levels is seen in Table III in Appendix B.

It appears that in a family of Oil Mill worker the cash income forms the major part of the total income. This income is contributed by the general effort of all the members of the family irrespective of sex and age. The following table shows the total weekly cash earning of earner in different groups. It will appear that the contribution of the females is negligibly small and that of the children is nil (*vide* Table IV in Appendix B):—

Table 4.
CASH EARNINGS.

				Calcutta and Howrah.	Rest.	Combined.
Men	..	..	..	26.61	18.37	23.57
Women	..	..	..	0.08	..	0.05
				<u>26.70</u>	<u>18.37</u>	<u>23.62</u>

Comparing Table 4 with Table 2 it would appear that 1.56 male earners contribute Rs. 26.61 per week, or in other words the *per capita* earning of an adult male is Rs. 17.07 for Calcutta and Howrah area. The same earning for the remaining area is Rs. 14.24. The overall *per capita* weekly cash earning for an adult male worker is 16.08 for the whole of the State. The corresponding weekly earning for adult female for the Calcutta and Howrah area is Rs. 4 only.

Deducting the Cash Income noted as "others" in Table 3 meaning the income derived from sources unconnected with the normal duties in the Oil Mill Industry, the *per capita* earning of an Oil Mill worker in Calcutta and Howrah, comes to Rs. 14.01 and with the Rest of the State to Rs. 12.30, bringing the overall *per capita* earning to Rs. 12.96; for the whole of the State, by service in the Oil Mills.

Expenditure.—The result of the survey on the items of expenditure in broad groups over various expenditure levels have been shown in detail in Table V in Appendix B. The following table shows the average weekly expenditure in rupees of the average family for the Calcutta and Howrah area and Rest:—

Table 5.

				Calcutta and Howrah.	Rest.	Combined.
				Rs.	Rs.	Rs.
Food	..	..	..	18.65	13.28	16.68
Fuel and lighting	..	..	..	1.64	1.63	1.63
House-rent	..	..	..	1.27	0.62	1.03
Household requisites	..	..	..	0.15	0.10	0.13
Clothing	..	..	..	1.84	1.41	1.68
Miscellaneous	..	..	..	6.50	4.07	5.60
				<u>30.05</u>	<u>21.11</u>	<u>26.75</u>

Tables 3 and 5 on income and expenditure respectively disclose a deficit of Rs. 1.63 per family in Calcutta and Howrah area and Rs. 1.44 per family in the remaining area, bringing the overall deficit for the whole of the State to Rs. 1.56 per week per family. The table below shows the proportion of expenditure over various items the two areas:

Table 6.

			Calcutta and Howrah.	Rest.	Combined.
			Rs.	Rs.	Rs.
Food	..	..	62.1	62.9	62.3
Fuel and lighting	..	..	5.5	7.7	6.1
House-rent	..	..	4.2	3.0	3.8
Household requisites	..	..	0.5	0.5	0.5
Clothing	..	..	6.1	6.6	6.3
Miscellaneous	..	..	21.6	19.3	21.0
			100.0	100.0	100.0

Expenditure per capita.—The average numerical size of the Oil Mill worker has been shown in Table 1 above. Conversion of the numerical size of the family in terms of consumption units has to be made in arriving at a figure of minimum wages for the standard family of 3 consumption units. The conversion scales suggested by Dr. Aykroyd and Lusk are those that are widely used. They are as follows:—

(a) Scale suggested by Dr. Aykroyd.

Adult—		
Male	..	1.0
Female	..	0.8
Children—		
12-14 years	..	0.8
10-11 years	..	0.7
8-9 years	..	0.6
6-7 years	..	0.5
4-5 years	..	0.4

(b) Lusk's scale.

Adult—		
Male	..	1.00
Female	..	0.83
Children—		
10-14 years	..	0.83
6-10 years	..	0.70
Under 6 years	..	0.50

The scales suggested by Dr. Aykroyd is mainly based on the pattern of the living of the rice eating people and has been adopted here for the purpose of determining the average size of the family in terms of adult consumption units, in preference to that of Lusk which is based on living conditions availing in the Western countries. The size of the family in terms of consumption units on the above basis comes out as follows:—

				Units.
Calcutta and Howrah	..	..	..	4.86
Rest	..	..	..	4.42
All combined	..	..	..	4.70

Considering Table 2 we find that in the Calcutta and Howrah area 1·58 earners have to maintain 4·86 adult units in their families which means that one earner has a family of 3·07 units. In the Rest of the State the average family appears as 3·4 consumption units and the overall size of the family for the whole of the State appears as 3·17 consumption units. We have mentioned above that in determining the minimum wage of the Oil Mill worker in the State we shall adopt the conception of minimum wage as defined by the Committee on fair wages and shall reckon the standard family as one requiring 3 consumption units and providing one earner as recommended by the Committee. The Family Budget Enquiries conducted during 1943-46 under the All-India Scheme of the Government of India show 1·43 earner in Calcutta and 1·63 earner in Howrah with 3·43 and 4·0 consumption units per family respectively in the two areas (Report of the Committee on Fair Wages, pp. 42, 43). This enquiry was conducted over the earners in all industries in the areas concerned. It appears as a result of the survey on the family budgets based on 84 specimen families as made by the Labour Directorate of West Bengal, the average family actually in existence over the ranges of expenditure levels between Rs. 5 and Rs. 55 and above per week is 3·17 consumption units. Table II in Appendix B shows that the comparatively larger number of persons constituting the family appear in income groups between Rs. 25 and Rs. 35 per week and above Rs. 50 per week. There is therefore sufficient justification for taking the standard family at 3 consumption units in calculating the minimum wages of the various categories of workers.

With the converted size of the family the *per capita* weekly expenditure as found in the survey in adult consumption unit on broad groups of items comes out as follows. This table, therefore, shows the weekly requirement *per capita* of the family:—

Table 7.

WEEKLY EXPENDITURE PER UNIT.

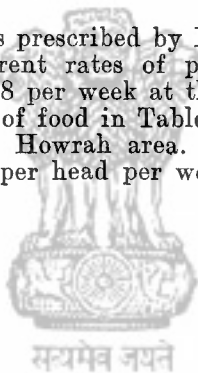
				Calcutta and Howrah.	Rest.	All combined.
				Rs.	Rs.	Rs.
Food	..	..	..	3·84	3·01	3·55
Fuel and lighting	..	..	..	0·34	0·37	0·34
House-rent	..	..	..	0·26	0·14	0·22
Household requisites	..	..	..	0·03	0·02	0·03
Clothing	..	..	..	0·38	0·32	0·36
Miscellaneous	..	..	..	1·33	0·92	1·19
				<hr/> 6·18 <hr/>	<hr/> 4·78 <hr/>	<hr/> 5·69 <hr/>

Food Requirement of one Consumption Unit according to Nutritional Norms.

The diet prescribed by different authorities for an adult male for doing hard manual work are as follows:—

				Nutrition Advisory Board.	Dr. Aykroyd.
				(In ounces.)	(In ounces.)
Cereals	..	..	..	14	15
Pulses	..	..	..	3	3
Sugar or gur	..	..	..	2	..
Vegetables	..	..	..	10	10
Fruits	..	..	..	3	2
Fats and oils	..	..	..	2	2
Milk	..	..	..	10	8
Meat, fish and egg	..	..	..	4	..

Taking the balanced diet as prescribed by Dr. Aykroyd the cost for adult consumption unit at the current rates of prices in July 1950 comes to Rs. 0·883 per day or Rs. 5·758 per week at the Calcutta and Howrah area. It would appear that the cost of food in Table 7 shows a deficit of Rs. 1·91 per week at the Calcutta and Howrah area. The conclusion is also made that there is the same deficit per head per week in the remaining area.



CHAPTER. VII.

Wage Determination (Statistical Data).

The determination of minimum wages of a workman should be made in consideration of the requirements of the standard family either according to the standard budget disclosed in the survey or by adopting an accepted norm of diet, clothing, etc. By the former method we shall get the amount which is necessary to meet the average expenditure of a family distributed over all expenditure levels covered by the budget enquiry. In the above context in the Calcutta and Howrah area the family requires Rs. 30.05 per week and the remaining areas Rs. 21.11 and that for all areas in the State requires Rs. 26.75 per week. Below we shall find out the average minimum wages required for a worker by the standard budget method:—

Standard Budget Methods.

			Calcutta and Howrah.	Rest.	All areas combined.
(a) Earning strength of a family—					
Men	..	..	1.56	1.29	1.47
Women	..	..	0.02	..	0.01
			<hr/> 1.58	<hr/> 1.29	<hr/> 1.48
			Rs.	Rs.	Rs.
(b) Weekly monetary requirements per family per week					
(Less the income from land, cattle, housing and firewood)	..	..	28.50	20.14	25.49
(c) Total requirements per earner per week	..		18.04	15.61	17.22
(d) Requirement per earner per day	..		2.58	2.23	2.46
(e) Money value of concessions per earner per day			0.02	0.03	0.02
(f) Cash earnings required per earner per day	..		2.56	2.20	2.44

It, therefore, appears that one adult male earner of the family has to earn Rs. 2.56 per day in the Calcutta and Howrah area and Rs. 2.20 per day in the Rest of the area giving the overall figures as Rs. 2.44 per earner.

We shall take the potential earning capacity of a woman worker and a child as less than that of a male and equal to .80 and .50 respectively of an adult male. The daily rates of wages for a male, female and a child

in the Calcutta and Howrah area and the Rest as obtained from the standard budget method is given in Table 8 here below:—

Table 8.

				Daily.		Monthly.	
				Rs.	a. p.	Rs.	a. p.
Calcutta and Howrah—							
Adult male	2 9	2 66	15 2
Adult female	2 1	0 53	9 0
Child	1 4	7 33	7 5
Rest—							
Adult male	2 3	2 57	3 2
Adult female	1 12	2 45	12 2
Child	1 1	7 28	9 7
All combined—							
Adult male	2 7	4 63	13 8
Adult female	1 15	5 51	1 0
Child	1 3	8 31	14 10

The necessary cost for food *per capita* according to the nutritional norms prescribed by Dr. Aykroyd is Rs. 5·76 per week. It will be seen from Table 7 that such cost on an average taken over families living on expenditure levels from Rs. 5 to Rs. 55 and above per week is only Rs. 3·55 and not more. The expenditure on other items as found in the survey is Rs. 2·14 per head per week. The cost for a family of 3 consumption units on this computation is Rs. 23·70 per week. The daily requirement then comes to Rs. 3·38 and the monthly requirement Rs. 101·40. The daily rates of wages required for a male, female and a child according to the nutritional norms of food laid down by Dr. Aykroyd appear as follows:—

				Daily.		Monthly.	
				Rs.	a. p.	Rs.	a. p.
Male	3 6	1 101	6 5
Female	2 11	3 81	1 11
Children	1 11	0 50	11 2

CHAPTER VIII.

Wage Determination (Study of Existing Levels).

Although we have in the previous chapters given a summary of the Family Budget Enquiry into the living conditions of the workmen in the Oil Mills in West Bengal, we shall also mention here the rates of wages and other emoluments in the Oil Mills visited by the present Committee and also the informations received on the matter in respect of some mills who sent in their replies to the questionnaire issued by the Committee. Appendix C, Table A, shows rates of wages and other emoluments according to occupation in the Oil Mills visited by the present Committee and Table B of Appendix C gives the same information in respect of Oil Mills that were not visited by the Committee but which were available in replies to the questionnaire issued by us.

It will be seen from Table A that the minimum rate of wages for an unskilled male worker varies from Rs. 35 to Rs. 58-8 per month inclusive all allowances. The minimum wages for a female unskilled worker varies between Rs. 26 and Rs. 35-12. Messrs Swaika Oil Mills allow a minimum wage of Rs. 58-8 for the male unskilled worker and Luxmi Oil Mills allow Rs. 57-8 for such a worker. The minimum monthly wage for a fireman (semi-skilled) varies between Rs. 50 and Rs. 55 and that for a ghaniman (skilled) varies between Rs. 85 and Rs. 100.

From Table B it will appear that the minimum pay for the unskilled worker varies from Rs. 44 to Rs. 64-8 and that for a skilled worker from Rs. 60 to Rs. 80.



CHAPTER IX.

Wage Determination (Fixation of Minimum Standards).

We have mentioned above the wages required to be given in view of the nutritional norms, as also the standard budget results. It has also been noticed that the nutritional norms of Dr. Aykroyd are based upon data which are very much above the actual requirements availing in the industry. We propose to examine the alternative wage as calculated under the standard budget method which covered all types of workmen, skilled, semi-skilled and unskilled and in all expenditure levels taken together. This wage is the average minimum which will have to be further examined at length and distributed over different categories of workers according to the degree of skill involved in particular jobs. The rate of wage thus found will have to be adjusted for the unskilled, semi-skilled and skilled workers.

It is necessary to bear in mind the current wages in the State. The Jute Textile Industry in the State of West Bengal is the largest industry both in respect of the number of workmen employed as well as the capital invested. It employs about 300,000 workers in the industrial belt of Calcutta which accounts for more than a half of the total working population in this industrial area of the State. The Major Industrial Tribunal appointed for adjudication of the Jute Textile Industry fixed in 1948 a minimum wage of Rs. 58-8 per month for the unskilled manual worker. The minimum wage for the unskilled worker fixed by the Major Engineering Tribunal in 1948 was Rs. 55. The Engineering Tribunal fixed the wage for the semi-skilled worker at Rs. 60. These wages have been increased by Rs. 6 by a 2nd Major Engineering Tribunal in 1950. The Major Tribunal in the Cotton Textile Industry fixed the minimum wage of the unskilled worker at Rs. 50 per month in 1948.

As noticed above the Oil Milling Industry in West Bengal has to depend to a large extent on raw materials imported from other States of the Dominion, particularly U.P. The volume of import of the finished product from the Rest of India specially U.P. is also quite large to be a potent competitor of the indigenous product. The Report of the Bengal Industrial Survey Committee (December 1944) which examined the position of the existing conditions of large and medium sized industries in undivided Bengal shows at page 23, the following observations in regard to this industry:—

“Bengal imports on an average 15 lakh maunds of vegetable oils from the rest of India. The bulk of these consists of mustard oil and coconut oil. In this province there exist no coconut Oil Mills but about 30 Oil Mills, producing mustard oil, linseed oil, etc., are in existence. The main handicap with these mills is their dependence on other provinces for supplies of oilseeds. In fact it is contended by Bengal's oil mills that they have been in a depressed condition owing to the fact that it is not economical for them to work with imported oilseeds, since they are at a disadvantage in competing with imported oils mainly from the United Provinces. The freight anomaly between oilseeds and oils has also been a source of handicap to Bengal Mills. Bengal produces no doubt about 150,000 maunds of rape and mustard seeds, every year, but while these are not adequate for local

needs, these are inferior in quality because of their small oil contents. Necessarily Bengal Mills have to import annually more than 40 lakh maunds of rape and mustardseeds from other provinces and States. The situation, therefore, suggests that unless and until (i) the Department of Agriculture introduces better varieties of mustard seeds and demarcate suitable zones for their economic production in Bengal, and (ii) an economic parity is established between the freight of oilseeds and that of oils, Bengal's Oil Mills will continue to labour under the handicaps as referred to above."

As a result of their investigations, the Committee have reasons to state that the industry in West Bengal is in no better plight in 1950 than it was in 1944. It, therefore, appears that the Oil Mills in this State have been in a depressed condition owing to the fact that it is not economical for them to work with imported oilseeds since they are at a disadvantage in competing with imported oils mainly from the U.P. It is, therefore, necessary to bear in mind that the wage structure of the labour in the industry in this State should not be such as to create a further handicap. The minimum wages as availing in the States of Bihar and U.P. should, therefore, also be considered in this context. Memo. No. 3603, dated Patna, 23rd May 1950, from the Commissioner of Labour, Bihar, shows that the Government of Bihar issued a notification fixing the minimum rates of wages payable to unskilled employment of the lowest category employed in some of the employments mentioned in Part I of the Schedule attached to the Minimum Wages Act, 1948. These wages have been notified to come into force on and from 15th June 1950. The minimum rates of wages for employment in any Oil Mill has been given at Rs. 40 in the month or Rs. 1-6 per day. This Committee also received a letter No. 233/G5II(a)13, dated Kanpur, 13th July 1950, showing the prevailing wages in the Oil Industry in U.P. at the various centres. The lowest wage according to this list appears to be 15 annas per day for a peon, 12 annas per day for a Reja and Re 1 for a Kalu mistry and a line man. The rates of wages are given for the different centres of industry in the State.

In deciding as to the minimum wages for the various categories of workmen we have taken into consideration such wages availing in the competing industries in U.P. and Bihar and we have tried our utmost in giving the indigenous industry in West Bengal the greatest possible advantage in regard to wages in the circumstances. With these considerations in view we fix the minimum wages for the unskilled manual worker in an Oil Industry in the Calcutta and Howrah area at Rs. 56 per month and that in the Rest of the State at Rs. 54 per month.

Fixation of wage from a purely scientific point of view in the skilled and semi-skilled categories requires an evaluation of jobs involving as assessment of the degree of skill required for the performance of a given job. This Committee do not consider themselves competent to effect any job evaluation and are of opinion that if such an attempt were made by the Committee it might result in more harm than good. The Major Engineering Industry Tribunal in 1948 fixed the basic wage of the unskilled worker at Rs. 30 and that of the semi-skilled worker at Rs. 35. We are of opinion that the minimum wage of the semi-skilled worker should be at least Rs. 5 more than that of the unskilled workmen. We, therefore, fix this differential at Rs. 6 and fix the total minimum wage of the semi-skilled worker at Rs. 62 per month for the Calcutta and Howrah area and at Rs. 60 per month for the Rest of the State. We have also considered it fit to fix the total minimum wage of a skilled workman at Rs. 82 for the Calcutta and Howrah

area and at Rs. 80 for the Rest of the area. The minimum monthly wages of the unskilled, semi-skilled and the skilled worker in the two areas of the State are, therefore, fixed as follows:—

	Total minimum wage.			Calcutta and Howrah.	Rest.
Unskilled	56	54
Semi-skilled	62	60
Skilled	82	80

We shall hereafter divide this total wage into basic wage and dearness allowance.

Minimum Wage for the Clerical Staff.—The pattern of living of the middle class people in the State who, in general, form the clerical staff of the industry both in and outside Calcutta is entirely different from that of working class people for a variety of reasons. One of these is that in this category of workmen there is generally one earner in a family with several dependents. A middle class employee has also different responsibilities than that of a workman of the working class. This difference in the standard of living has been recognised by all Industrial Tribunals and Investigation Commissions, such as Central Pay Commission and others. The family budget survey effected by the Labour Directorate did not extend to the clerical employees in the Oil Mill Industry. In the absence of any data we prefer to follow the principles of wage structure enunciated by the Major Industrial Tribunals of the Jute Textile Industry, the Cotton Textile Industry and the Engineering Industry. The minimum wages fixed by these Major Tribunals for the clerical staff in those industries are as follows:—

	Basic wage.	Dearness allowance.	Total.
	Rs.	Rs.	Rs.
Jute	55	32.8	87.8
Cotton	60	..	..
	(Non-Matric.)		
	70	35	95
	(Matric.)		
Engineering	..	..	..
	(Non-Matric.)		
	60	35	..
	(Matric.)	(in 1948.)	
	70	42	97
	(Graduate).	(in 1950.)	(in 1950.)

It has been observed in some cases, particularly in the outlying areas, that Oil Milling Industry is combined with that of Rice Milling. It will be worthwhile to note here that the recommendations of the minimum wages by the Rice Mills Committee in 1950, in regard to the clerical staff in that industry which was as follows:—

Basic wage.	Dearness allowance.
Rs. 50	Rs. 18 (in Calcutta, Howrah, Dinajpur and Jalpaiguri).
	Rs. 15 (in Burdwan and Bankura).
	Rs. 16 (in Birbhum).

The recommendation of this Committee made no differentiation on the point of academic qualification of the members of the clerical staff. It has been observed by this present Committee in inspection that the clerical duty in the Oil Milling Industry in the State is performed by non-Matriculates to a large extent.

The Central Pay Commission in their report recommended Rs. 55 as a minimum basic wage for the clerical staff, who should be at least Matriculates, and the dearness allowance at Rs. 35 per month.

Taking into consideration the above recommendations and the position of the industry in the economy of the country, we propose the minimum wages of the clerical staff in the Oil Milling Industry as follows:—

	Rs.			
Non-Matriculates	50
Matriculates	55
Graduates	70

Dearness is fixed at the following rates:—

	Rs.			
Calcutta and Howrah	30
Outlying areas	28

The wages which we have recommended for the manual workmen in the unskilled, semi-skilled and the skilled categories comprise both basic wage and the dearness allowance which should be separately assessed. We take the average cost of living index in the State of West Bengal at the present time to be 350. We accept the recommendation of the Central Pay Commission and the Fair Wage Committee that the basic wage should be fixed to correspond to 160 points of the cost of living index with the cost in 1939 as 100. On this basis we fix the minimum wage for the unskilled worker at Rs. 26 per month and the balance of Rs. 30 as dearness allowance in the Calcutta and Howrah area. For the Rest of the State the basic wage of the unskilled worker is fixed at Rs. 26 and the dearness allowance at Rs. 28 per month. We decide that the dearness allowance would be at a fixed rate for the whole working class in the entire industry in the two zones respectively. The monthly wages for the three categories of workmen in the two areas of the State would, therefore, appear to be as follows:—

		Calcutta and Howrah.			Rest.		
		Basic.	Dearness allowance.	Total.	Basic.	Dearness allowance.	Total.
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Unskilled	..	26	30	56	26	28	54
Semi-skilled	..	32	30	62	32	28	60
Skilled	..	52	30	82	52	28	80

Having fixed the monthly basic wage and the dearness allowance of the various categories of workmen including the clerical staff in the industry as mentioned above we shall in the next chapter lay down our recommendations on various items of points as required under the Minimum Wages Act mentioned above.

CHAPTER X.

Recommendations of the Committee.

Summary and Conclusions.—Our recommendations are summarised below :—

The “Minimum time rates” of wages for different categories of workmen in the industry shall be as follows :—

(A) CALCUTTA AND HOWRAH.

		Daily rate.			Weekly rate.			Monthly rate.		
		Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.
I.—Unskilled—										
(a) Basic wage	..	1	0	0	6	0	0	26	0	0
(b) Dearness allowance	..	1	2	6	6	15	0	30	0	0
Total	..	2	2	6	12	15	0	56	0	0
II.—Semi-skilled—										
(a) Basic wage	..	1	3	9	7	6	0	32	0	0
(b) Dearness allowance	..	1	2	6	6	15	0	30	0	0
Total	..	2	6	3	14	5	0	62	0	0
III.—Skilled—										
(a) Basic wage	..	2	0	0	12	0	0	52	0	0
(b) Dearness allowance	..	1	2	6	6	15	0	30	0	0
Total	..	3	2	6	18	15	0	82	0	0
IV.—Clerks—										
(a) Basic wage	..	Non-Matriculates			..	50			0	0
		Matriculates			..	55			0	0
		Graduates			..	70			0	0
(b) Dearness allowance	..	....				30			0	0
Total	..	Non-Matriculates			..	80			0	0
		Matriculates			..	85			0	0
		Graduates			..	100			0	0

(B) OUTLYING AREAS.

		Daily rate.			Weekly Rate.			Monthly Rate.			
		Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	
I.—Unskilled—											
(a) Basic wage	1	0	0	6	0	0	26	0	0
(b) Dearness allowance	1	1	3	6	7	6	28	0	0
Total	2	1	3	12	7	6	54	0	0
II.—Semi-skilled—											
(a) Basic wage	1	3	9	7	6	0	32	0	0
(b) Dearness allowance	1	1	3	6	7	6	28	0	0
Total	2	5	0	13	13	6	60	0	0
III.—Skilled—											
(a) Basic wage	2	0	0	12	0	0	52	0	0
(b) Dearness allowance	1	1	3	6	7	3	28	0	0
Total	3	1	3	18	7	6	80	0	0
IV.—Clerks—											
(a) Basic wage	Non-Matriculates			..	50		0	0	
	Matriculates			..	55		0	0	
	Graduates			..	70		0	0	
(b) Dearness allowance	28		0	0	
Total	Non-Matriculates			..	78		0	0	
	Matriculates			..	83		0	0	
	Graduates			..	98		0	0	

(1) The dearness allowance will be changed only when there is a variation of 20 points in the cost of living index. The rate of change of dearness allowance per point in the cost of living index will be as follows for the different areas:-

	Workers.		Clerks.	
	As.	p.	As.	p.
Calcutta and Howrah	..	2 6	2 6	(Rs. 3-2 for 20 points).
Outlying areas	..	2 3	2 3	(Rs. 2-13 for 20 points).

(2) The female worker will get basic pay and dearness allowance at 4/5ths of rates mentioned above.

(3) The apprentices, if there be any, will get 2/3rds of the rates mentioned above.

(4) The hours of work in the day or the week will be guided by the provisions of the Factories Act.

(5) The overtime rate will be double the ordinary rates of wages.

(6) The minimum wages proposed above include all benefits that are being enjoyed at present by the workmen and the clerical staff, namely, concessions in the prices of foodstuff, etc.

In units where cooked food is supplied to the clerical staff the management should realise the cost of messing from the boarders.

(7) The workers under sardars or contractors, if any, should be paid minimum wages as prescribed above and payments should be made direct to the workers.

(8) Existing privileges such as free housing, medical aid, and free light, should not be curtailed and it will continue as at present.

(9) The concerns which are paying higher minimum wages to the workers and the staff should not curtail such wages even in the case of new recruitment to the company.

(10) There shall be a day of rest in every period of 7 days for all employees. There shall be no payment for this day of rest to the daily paid workers. The monthly rate includes the payment for the whole month. In case of work on a day of rest overtime rates shall be paid in accordance with the Factories Act.

(11) Wages of a worker who works for less than the normal working day shall be regulated by section 15 of the Act.

(12) Where an employee does one or more classes of work to each of which a different minimum rate of wages is applicable, the employer shall pay to such employee in respect of the time occupied by each such class of work wages at not less than the minimum rate in respect of each such class, in accordance with the provisions of the section 16 of the Act.

(13) Where an employee is employed in piece work for which a minimum time rate and not a minimum piece rate has been fixed under this Act, the employer shall pay to such employee wages at not less than the minimum time rate.

(14) These recommendations will cover all the units, big, medium and small, in the Oil Mill Industry in the State.

CHAPTER XI.

Extent of Advance Assured.

It may be interesting to consider the extent to which an advance in the wage structure has been secured by the minimum wages in the industry recommended as above. The Family Budget Enquiry results shown in Appendices A and B evidence the actual income of the worker from the industry at the present time. Appendix A shows the distribution of the heads of the families in different occupations covered in the enquiry in different expenditure levels. The workers have been classified into 3 categories, viz., unskilled, semi-skilled and skilled. As the table does not show the heads of families in such categories a rough estimate of the nature of the category may be made from the expenditure levels which formed the basis of the occupation of the families in the enquiry. We may take that workers up to expenditure level of Rs. 15 to Rs. 19 per week are of the unskilled variety though it might cover a proportion of skilled or semi-skilled workers. We also take that persons between expenditure levels of Rs. 30 and above may be taken as skilled. The rest of the workmen in expenditure level between Rs. 20 to Rs. 24 may be divided between skilled and semi-skilled according to their occupational nomenclature. We thus find that the 84 families to which the enquiry was limited may be divided in respect of category of an earner as follows:—

Skilled	...	...	34
Semi-skilled	...	...	4
Unskilled	...	...	46

The proposed minimum rates for different classes of workers give an average for the whole province at Rs. 55 for unskilled worker, Rs. 61 for semi-skilled and Rs. 81 for skilled in the whole State. The average income of a worker in general comes to Rs. 65-13 per month. The figure has been arrived at in the following way:—

Category of workers.	Number of families.	Average wage per month.	Total income [column (2) × (3)].
1	2	3	4
		Rs.	Rs.
Skilled	34	81	2,754
Semi-skilled	4	61	244
Unskilled	46	55	2,530
Total	84	..	5,528

Average income per month per worker = Rs. 5,528 ÷ 84
= Rs. 65·810 or Rs. 65-13-0.

This amount is higher than the average minimum wage of Rs. 63-13-8 for all areas combined as obtained by the standard budget method. It is, therefore, obvious that the proposed minimum rates of wages for different categories of workers have secured an advance of the standard of living.

We have observed in a previous chapter while discussing the family budgets with reference to income that the average weekly earnings of a worker in general out of employment in Oil Mills is Rs. 14·01 in Calcutta and Howrah area and Rs. 12·30 in the remaining area, the average income for the whole of the State being Rs. 12·96. The average weekly income on the basis of the proposed rates come to Rs. 65·81/4/3 = Rs. 15·31 which is higher than the existing income of an Oil Mill worker to the extent of about 20 per cent.

We would, therefore, humbly advise the Government to accept the recommendations as proposed above under section 5(2) of the Act.

CHAPTER XII.

Concluding Remarks.

One word is necessary as a reminder to the workmen in the Oil Mills Industry in West Bengal in regard to the minimum wage standards prescribed in this report by this Committee. There may be a feeling that the wage rates fall short of the ideal and that they are even lower than the standard of wages availing in some of the units at the present moment, e.g., the Swaika Oil Mills, Luxmi Oil Mills, the Gouripore Oil Mills, and the Bhagat Oil Mills. It has to be emphasised that this Committee formed under section 5(1)(a) of the Minimum Wages Act, 1948, is not one to prescribe the Fair Wages for the units in the industry, but is to advise the Government in fixing the minimum rates of wages in respect of the employment in Oil Mills for the first time under this Act. While each unit of the industry is bound to pay the fair wage, approaching, as far as possible, the living wage and limited by its capacity to pay and other factors laid down by the Committee on fair wages and noticed above in Chapter IV of this report, the minimum wage standards set up the irreducible level, the lowest limit or the floor below which no worker should be paid. The minimum rates of wages do not have any regard to the capacity of an industry to pay and is based solely on the requirements of the worker and his family. The community is prepared to suffer the units, who find it impossible to pay the minimum rates, to go out of existence.

All units of the industry are, therefore, called upon to pay wage rates above the minimum standards set up in this report and units who already pay more are asked to go further up towards the living wage than to deteriorate towards the floor limit. The determination of the fair wage for an individual unit is a fit subject not for this Committee but for an Industrial Tribunal to adjudicate on in view of various factors mentioned above. We, therefore, assure the workmen in the industry that the fixation of the minimum standards in this report cannot in any way be used as an excuse for the more flourishing units to revise existing wages to the disadvantage of the workmen or as a plea for avoiding the uplifting of the fair wage gradually towards the living wage.

The employers who pay wages below the minimum standards fixed here should raise the wages up to the standards without any delay. The more socially conscious employers who are at present paying rates of wages which are higher than the minimum standards set up have no use for this report as they are paying fair wages and not the minimum wages and these fair wages should be gradually raised according to the capacity of the industry to pay and other factors bearing on the matter.

We hope the minimum standards set up in this report will result in the betterment of the standard of living of the workmen in the Oil Mills Industry in West Bengal. Under the provisions of the Act these minimum rates of wages are liable to revision (section 6) from time to time by the Government.

The Committee places on record its appreciation of the guidance and assistance received from representatives of the employers and the employees, who did all in their power to assist the Committee in its labours. The

Committee also places on record its appreciation of the work of Sri S. R. Mukherjee, Secretary, who as an Inspector of Statistics of the Labour Directorate took part in the Family Budget Enquiries of the workmen of the Oil Mills Industry in West Bengal and who afforded substantial help in the conducting of the enquiry as also in the preparation of the report.

The Committee hopes that its labours in connection with the enquiry and the report submitted by it as a result of the enquiry will be of assistance to the Government of West Bengal in fixing the minimum rates of wages in respect of the Oil Mills Industry in West Bengal for the first time.

(1) M. C. Banerjee,

District Judge, Chairman,

1-2-1951.

(2) P. M. CHATTERJEE.

(3) S. R. MUKHERJEE.

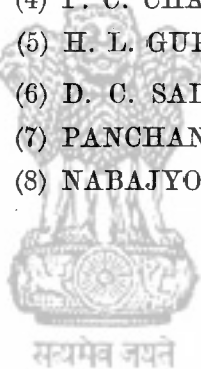
(4) P. C. CHATTERJEE.

(5) H. L. GUPTA.

(6) D. C. SADHUKHAN.

(7) PANCHANAN BHATTACHARJEE.

(8) NABAJYOTI BARMAN.





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APPENDIX A.

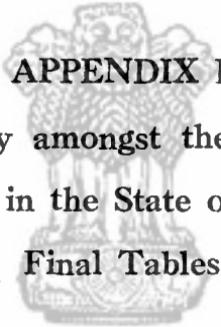
Table I.

Occupations of the Heads of Families covered in the Family Budget Enquiry falling into different Expenditure Groups.

	Below Rs. 5. I	Rs. 5—9. II	Rs. 10—14. III	Rs. 15—19. IV	Rs. 20—24. V	Rs. 25—29. VI	Rs. 30—34. VII	Rs. 35—39. VIII	Rs. 40—44. IX	Rs. 45—49. X	Rs. 50 and above. XI	Total.
Turner	1	..	2	1	..	..	..	..	..	4
Mistry	1	3	..	1	..	5
Mechanic	1	..	..	..	1	2
Fitter	1	2	2	..	1	..	..	1	..	7
Blacksmith	2	..	..	..	..	..	..	..	..	2
Welder	1	1	..	..	1	..	..	3
Carpenter
Expellerman	3	1	2	..	..	..	..	..	..	6
Ghani man	1	6	..	2	..	1	..	..	..	10
Gutcheutter	1	1	..	..	..	..	..	2
Tindal	1	1	3	..	..	..	..	..	..	5
Electrician	1	..	..	..	..	1
Latheman	1	..	..	1	..	..	..	..	2

Table I—contd.

	Below Rs. 5. I	Rs. 5—9. II	Rs. 10—14. III	Rs. 15—19. IV	Rs. 20—24. V	Rs. 25—29. VI	Rs. 30—34. VII	Rs. 35—39. VIII	Rs. 40—44. IX	Rs. 45—49. X	Rs. 50 and above. XI	Total.
Jhalaiwalla	1	..	..	..	..	..	..	..	..	1
Painter	1	1
Fireman
Ollman
Pressmoulder	1	1	..	..	..	..	..	..	..	2
Cooly	..	4	8	4	2	2	..	..	..	..	..	20
Dhamawalla	1	1	..	..	..	..	..	..	..	2
Press cooly	2	1	1	1	..	..	..	..	..	5
Chalna cooly
Coalman
Dresser
Gadhdresser
Miscellaneous	..	1	..	1	..	..	..	..	..	..	1	3
Female cooly	1	..	..	..	..	..	..	..	..	..	..	1
Total	1	5	22	18	15	8	5	4	1	2	3	84



APPENDIX B

**Family Budget Enquiry amongst the Workers Employed in
the Oil Mills in the State of West Bengal
Final Tables**

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Table II.

Distribution of average number of persons and earners per family by expenditure level.

Expenditure level.	Number of families.	Average number of persons.	Average persons per family.						Average number of earners.	Average earners per family.					
			Adult.			Children.				Adult.			Children.		
			Male.	Female.	Total.	Male.	Female.	Total.		Male.	Female.	Total.	Male.	Female.	Total.
1	2	3	4-(1)	4-(2)	4-(3)	5-(1)	5-(2)	5-(3)	6	7-(1)	7-(2)	7-(3)	8-(1)	8-(2)	8-(3)
Rs. 5.00—9.99	CH	1	..	1.00	1.00	..	1.00	1.00	1.00	..	1.00	1.00	..	..	..
	R	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Rs. 10.00—14.99	CH	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	R	5	1.20	1.80	3.00	0.60	0.60	1.20	1.20	1.20	..	1.20	..	..	..
Rs. 15.00—19.99	CH	10	1.20	1.10	2.30	0.70	0.50	1.20	1.00	1.00	..	1.00	..	..	..
	R	12	1.58	1.34	2.92	1.33	0.75	2.08	1.17	1.17	..	1.17	..	..	..
Rs. 20.00—24.99	CH	12	1.41	1.42	2.83	1.17	0.58	1.75	1.42	1.42	..	1.42	..	..	..
	R	6	1.67	1.83	3.50	2.17	0.33	2.50	1.33	1.33	..	1.33	..	..	..
Rs. 25.00—29.99	CH	11	2.00	2.00	4.00	2.18	0.82	3.00	1.36	1.36	..	1.36	..	..	..
	R	4	1.50	1.75	3.25	1.50	0.25	1.75	1.00	1.00	..	1.00	..	..	..
Rs. 30.00—34.99	CH	6	2.83	1.67	4.50	1.83	1.00	2.83	1.83	1.83	..	1.83	..	..	..
	R	2	2.50	2.00	4.50	3.50	1.50	5.00	2.00	2.00	..	2.00	..	..	..

CH—Calcutta and Howrah.

R—Rest.

Table II—*contd.*

Expenditure level.	Number of families.	Average number of persons.	Average persons per family.						Average number of earners.	Average earners per family.						
			Adult			Children.				Adult.			Children.			
			Male.	Female.	Total.	Male.	Female.	Total.		Male.	Female.	Total.	Male.	Female.	Total.	
1	2	3	4-(1)	4-(2)	4-(3)	5-(1)	5-(2)	5-(3)	6	7-(1)	7-(2)	7-(3)	8-(1)	8-(2)	8-(3)	
Rs. 35.00—39.99	CH	3	2.67	1.66	4.33	0.67	..	0.67	2.33	2.33	..	..	2.33	..	..	..
	R	2	2.00	2.00	4.00	1.00	0.50	1.50	2.00	2.00	..	..	2.00	..	..	..
Rs. 40.00—44.99	CH	4	1.25	2.00	3.25	1.25	1.25	2.50	1.25	1.25	..	..	1.25	..	..	..
	R	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Rs. 45.00—49.99	CH	1	4.00	1.00	5.00	1.00	..	1.00	1.00	1.00	..	..	1.00	..	..	..
	R	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Rs. 50.00—54.99	CH	2	4.00	2.50	6.50	3.00	1.50	4.50	3.00	3.00	..	..	3.00	..	..	..
	R	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Rs. 55.00 and above	CH	3	4.66	3.67	8.33	1.33	0.34	1.67	3.67	3.67	..	..	3.67	..	..	..
	R	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Combined	CH	53	2.02	1.72	3.74	1.40	0.69	2.09	1.58	1.56	0.02	..	1.58	..	..	..
	R	31	1.61	1.65	3.26	1.52	0.61	2.13	1.29	1.29	..	..	1.29	..	..	..

CH = Calcutta and Howrah.

R = Rest.

Table II—concl'd.

Expenditure level.	Number of families.	Number of persons.	Average persons per family.						Average earners per family.					
			Adult.			Children.			Adult.			Children.		
			Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
1	2	3	4-(1)	4-(2)	4-(3)	5-(1)	5-(2)	5-(3)	7-(1)	7-(2)	7-(3)	8-(1)	8-(2)	8-(3)
Rs. 5.00—9.99	..	2.00	..	1.00	1.00	..	1.00	1.00	..	1.00	1.00	..	..	..
Rs. 10.00—14.99	..	4.20	1.20	1.80	3.00	0.60	0.60	1.20	1.20	..	1.20	..	..	..
Rs. 15.00—19.99	..	4.32	1.41	1.23	2.64	1.04	0.84	1.68	1.09	..	1.09	..	..	..
Rs. 20.00—24.99	..	5.06	1.50	1.56	3.06	1.50	0.50	2.00	1.39	..	1.39	..	..	..
Rs. 25.00—29.99	..	6.47	1.87	1.93	3.80	2.00	0.67	2.67	1.27	..	1.27	..	..	..
Rs. 30.00—34.99	..	7.88	2.75	1.75	4.50	2.25	1.13	3.38	1.88	..	1.88	..	..	..
Rs. 35.00—39.99	..	5.20	2.40	1.80	4.20	0.80	0.20	1.00	2.20	..	2.20	..	..	..
Rs. 40.00—44.99	..	5.75	1.25	2.00	3.25	1.25	1.25	2.50	1.25	..	1.25	..	..	..
Rs. 45.00—49.99	..	6.00	4.00	1.00	5.00	1.00	..	1.00	1.00	..	1.00	..	..	..
Rs. 50.00—54.99	..	11.00	4.00	2.50	6.50	3.00	1.50	4.50	3.00	..	3.00	..	..	..
Rs. 55.00 and above	..	10.00	4.66	3.67	8.33	1.34	0.33	1.67	3.67	..	3.67	..	..	..
Combined	..	84	1.87	1.69	3.56	1.44	0.67	2.11	1.47	0.01	1.48	..	..	..

Table III.

Average distribution of income per family from various sources by expenditure level.

Expenditure level.	Num-ber of families.	Average weekly cash income per family.						Average weekly subsidiary income per family.							Total weekly income per family.	
		Basic.	Dear-ness allow-ance.	O.T. or Extra.	Bonus.	Others.	Total.	Land.	Cattle.	Food con-cession.	Clothing con-cession.	Hous-ing.	Fire-wood.	Kero-sene.		Total.
1	2	3-(1)	3-(2)	3-(3)	3-(4)	3-(5)	3-(6)	4-(1)	4-(2)	4-(3)	4-(4)	4-(5)	4-(6)	4-(7)	4-(8)	5
Rs. 5.00—9.99	CH	4.50	0.00	0.00	0.00	0.00	4.50	0.00	0.00	0.00	0.00	1.84	0.00	0.00	1.84	6.34
	R	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rs. 10.00—14.99	CH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	R	13.28	0.00	0.00	0.00	0.00	13.28	0.00	0.00	0.00	0.00	0.00	0.24	0.00	0.24	13.52
Rs. 15.00—19.99	CH	10.09	3.92	0.49	0.00	1.17	15.67	0.00	0.00	0.06	0.00	0.17	0.15	0.05	0.43	16.10
	R	11.42	0.58	0.63	0.00	2.02	14.65	0.33	0.07	0.04	0.02	0.00	0.44	0.01	0.91	15.56
Rs. 20.00—24.99	CH	13.97	1.86	0.21	0.00	1.95	17.99	1.24	0.48	0.45	0.00	0.06	0.28	0.00	2.51	20.50
	R	15.26	1.66	0.67	0.00	2.42	20.21	0.00	0.00	0.38	0.00	0.00	..	0.12	0.50	20.71
Rs. 25.00—29.99	CH	18.44	1.75	0.43	0.00	1.73	22.35	0.84	0.48	0.36	0.00	0.00	1.99	0.00	3.67	26.02
	R	14.05	1.30	0.66	0.00	0.16	19.17	0.09	1.75	0.69	0.02	0.00	0.13	0.00	2.68	21.85
Rs. 30.00—34.99	CH	24.87	3.38	0.28	0.00	3.27	31.80	0.00	0.00	0.41	0.00	0.39	0.42	0.00	1.22	33.02
	R	10.69	2.75	0.58	0.00	13.94	27.96	0.00	0.00	1.00	0.03	0.00	0.25	0.00	1.28	29.24
Rs. 35.00—39.99	CH	22.61	1.81	0.00	0.00	11.12	35.54	0.00	0.00	0.44	0.00	0.00	0.50	0.00	0.94	36.48
	R	30.56	0.00	1.56	0.00	4.61	36.73	0.00	5.25	0.63	0.04	0.00	0.00	0.00	5.92	42.65

Table III.—*contd.*

Expenditure level.		Num- ber of families.	Average weekly cash income per family.					Average weekly subsidiary income per family.							Total weekly income per family.	
			Basic.	Dear- ness allow- ance.	O. T. or Extra.	Bonus.	Others.	Total.	Land.	Cattle.	Food con- cession.	Clothing con- cession.	Hous- ing.	Fire- wood.		Kero- sene.	Total.
1	2	3-(1)	3-(2)	3-(3)	3-(4)	3-(5)	3-(6)	4-(1)	4-(2)	4-(3)	4-(4)	4-(5)	4-(6)	4-(7)	4-(8)	5
Rs. 40.00—44.99	CH	4	28.85	2.59	2.12	0.00	5.20	38.76	0.00	0.88	0.00	0.00	0.00	0.00	0.00	39.73
	R	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rs. 45.00—49.99	CH	1	24.16	0.00	0.00	0.00	2.12	26.28	0.50	0.00	0.00	0.00	0.00	0.00	0.50	26.78
	R	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rs. 50.00—54.99	CH	2	21.39	6.75	1.60	0.00	20.47	50.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.21
	R	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rs. 55.00 and Above	CH	3	36.02	4.71	1.80	0.00	23.44	70.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.97
	R	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Combined	CH	53	18.55	2.73	0.53	0.00	4.84	26.70	0.46	0.28	0.26	0.00	0.13	0.58	1.72	23.42
	R	31	13.99	1.28	0.60	0.00	2.50	13.37	0.14	0.59	0.29	0.01	0.00	0.24	1.30	19.67

CH = Calcutta and Howrah.

R = Rest.

Table III.—*concl'd.*

Expenditure level.	Number of families.	Average weekly cash income per family.						Average weekly subsidiary income per family.						Total weekly income per family.		
		Basic.	Dear-ness allow-ance.	O.T. or Extra.	Bonus.	Others.	Total.	Land.	Cattle.	Food sub-sidy.	Clothing sub-sidy.	Hous-ing.	Fire-wood.		Kero-sene.	Total.
1	2	3-(1)	3-(2)	3-(3)	3-(4)	3-(5)	3-(6)	4-(1)	4-(2)	4-(3)	4-(4)	4-(5)	4-(6)	4-(7)	4-(8)	5
Ra. 5.00—9.99	1	4.50	0.00	0.00	0.00	0.00	4.50	0.00	0.00	0.00	0.00	1.84	0.00	0.00	1.84	6.34
Ra. 10.00—14.99	5	13.28	0.00	0.00	0.00	0.00	13.28	0.00	0.00	0.00	0.00	0.00	0.24	0.00	0.24	13.52
Ra. 15.00—19.99	22	10.81	2.10	0.57	0.00	1.63	15.11	0.18	0.04	0.05	0.01	0.03	0.31	0.03	0.70	15.81
Ra. 20.00—24.99	18	14.40	1.29	0.36	0.00	2.13	18.73	0.82	0.32	0.43	0.00	0.04	0.19	0.04	1.84	20.57
Ra. 25.00—29.99	15	17.27	2.43	0.49	0.00	1.31	21.50	0.64	0.82	0.45	0.01	0.00	1.49	0.00	3.41	24.91
Ra. 30.00—34.99	8	21.33	3.22	0.36	0.00	5.93	30.84	0.00	0.00	0.56	0.01	0.29	0.38	0.00	1.24	32.08
Ra. 35.00—39.99	5	25.79	1.08	0.63	0.00	8.52	36.02	0.00	2.10	0.51	0.02	0.00	0.30	0.00	2.93	38.95
Ra. 40.00—44.99	4	28.85	2.59	2.12	0.00	5.20	38.76	0.00	0.88	0.00	0.00	0.09	0.00	0.00	0.97	39.73
Ra. 45.00—49.99	1	24.16	0.00	0.00	0.00	2.12	26.28	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	26.78
Ra. 50.00—54.99	2	21.89	6.75	1.60	0.00	20.47	50.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.21
Ra. 55.00 and above	3	36.02	4.71	1.80	0.00	28.44	70.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.97
Combined	84	16.87	2.19	0.59	00.00	3.98	23.63	0.34	0.39	0.27	0.01	0.08	0.45	0.02	1.56	25.19

Table IV.

Weekly cash earnings per family (contribution of different members of the family) by expenditure level.

Expenditure level.	Number of families.	Average weekly cash income per family.							Total cash income per family per week.
		Adult.			Children.				
		Male.	Female.	Total.	Male.	Female.	Total.		
		3-(1)	3-(2)	3-(3)	4-(1)	4-(2)	4-(3)		
1	2							5	
Rs. 5.00-9.99	CH 1	..	4.50	4.50	..	..	..	4.50
	R ..	..	..	..	..	..	..	..
Rs. 10.00-14.99	CH ..	..	..	..	..	..	..	..
	R 5	13.28	..	13.28	..	..	..	13.28
Rs. 15.00-19.99	CH 10	15.67	..	15.67	..	..	..	15.67
	R 12	14.65	..	14.65	..	..	..	14.65
Rs. 20.00-24.99	CH 12	17.99	..	17.99	..	..	..	17.99
	R 6	20.21	..	20.21	..	..	..	20.21
Rs. 25.00-29.99	CH 11	22.35	..	22.35	..	..	..	22.35
	R 4	19.17	..	19.17	..	..	..	19.17

CH=Calcutta and Howrah.

R=Rest.

Table IV—contd.

Expenditure level.	Number of families.	Average weekly cash income per family.							Total cash income per family per week.
		Adult.			Children.				
		Male.	Female.	Total.	Male.	Female.	Total.		
1	2	3-(1)	3-(2)	3-(3)	4-(1)	4-(2)	4-(3)	5	
Rs. 30.00—34.99	CH	6	31.80	..	31.80	..	..	31.80
	R	2	27.96	..	27.96	..	..	27.96
Rs. 35.00—39.99	CH	3	35.54	..	35.54	..	..	35.54
	R	2	36.73	..	36.73	..	..	36.73
Rs. 40.00—44.99	CH	4	38.76	..	38.76	..	..	38.76
	R	..	..	..	..	..	..	..
Rs. 45.00—49.99	CH	1	26.28	..	26.28	..	..	26.28
	R	..	..	..	..	..	..	..
Rs. 50.00—54.99	CH	2	50.21	..	50.21	..	..	50.21
	R	..	..	..	..	..	..	..
Rs. 55.00 and above	CH	3	70.97	..	70.97	..	..	70.97
	R	..	..	..	..	..	..	..
Combined	CH	53	26.61	0.08	26.70	..	..	26.70
	R	31	18.37	..	18.37	..	..	18.37

CH = Calcutta and Howrah.
R = Rest.

Table IV—concl'd.

(Combined.)

Expenditure level.	Number of families.	Cash income per family.							Grand total.
		Adult.			Children.				
		Male.	Female.	Total.	Male.	Female.	Total.		
		3-(1)	3-(2)	3-(3)	3-(4)	3-(5)	3-(6)		
1	2	3-(1)	3-(2)	3-(3)	3-(4)	3-(5)	3-(6)	4	
Rs. 5-00-9-99	1	..	4-50	4-50	..	..	..	4-50
Rs. 10-00-14-99	5	13-28	..	13-28	..	..	..	13-28
Rs. 15-00-19-99	22	15-11	..	15-11	..	..	..	15-11
Rs. 20-00-24-99	18	18-73	..	18-73	..	..	..	18-73
Rs. 25-00-29-99	15	21-50	..	21-50	..	..	..	21-50
Rs. 30-00-34-99	8	30-84	..	30-84	..	..	..	30-84
Rs. 35-00-39-99	5	36-02	..	36-02	..	..	..	36-02
Rs. 40-00-44-99	4	38-76	..	38-76	..	..	..	38-76
Rs. 45-00-49-99	1	26-28	..	26-28	..	..	..	26-28
Rs. 50-00-54-99	2	50-21	..	50-21	..	..	..	50-21
Rs. 55-00 and above	3	70-97	..	70-97	..	..	..	70-97
Combined	84	23-57	0-05	23-63	..	..	..	23-63

Table V.

Average weekly expenditure of families in rupees on broad groups of items by expenditure level.

Expenditure level.	Number of families.	Average number of persons.	Average expenditure per family.						Total expenditure.
			Food.	Fuel and light.	House-rent.	Household requisites.	Clothing.	Miscellaneous.	
1	2	3	4(1)	4(2)	4(3)	4(4)	4(5)	4(6)	5
Ra. 5-00-9-99	CH	2-00	5-25	0-83	0-92	0-08	0-26	0-85	8-14
	R	..	..	..	..	..	..	..	..
Ra. 10-00-14-99	CH	..	..	..	..	..	..	..	..
	R	4-20	8-39	1-33	0-09	0-10	1-00	2-65	13-56
Ra. 15-00-19-99	CH	3-50	11-30	1-10	1-13	0-10	1-03	3-00	17-66
	R	5-00	10-78	1-41	0-56	0-06	1-07	3-16	17-04
Ra. 20-00-24-99	CH	4-58	13-65	1-23	0-84	0-12	1-34	5-60	22-18
	R	6-00	13-50	1-75	0-41	0-14	1-29	5-75	22-84
Ra. 25-00-29-99	CH	7-00	17-08	1-47	1-02	0-15	1-77	5-54	27-03
	R	5-00	16-90	1-99	2-19	0-13	2-09	3-55	26-85
Ra. 30-00-34-99	CH	7-23	18-64	1-82	1-44	0-12	1-74	8-96	32-72
	R	9-50	22-41	2-52	0-26	0-14	2-19	5-14	32-66

CH = Calcutta and Howrah.

R = Rest.

Table V—*contd.*

Expenditure level.	Number of families.	Average number of persons.	Average expenditure per family.						Total expenditure.
			Food.	Fuel and light.	House-rent.	Household requisites.	Clothing.	Miscellaneous.	
1	2	3	4-(1)	4-(2)	4-(3)	4-(4)	4-(5)	4-(6)	5
Rs. 35-00—39-99	CH 3	5-00	23-39	1-81	1-64	0-11	2-24	7-71	36-90
	R 2	5-50	23-59	1-71	0-22	0-08	2-65	7-93	36-18
Rs. 40-00—44-99	CH 4	5-75	25-39	1-84	2-04	0-21	3-07	10-08	42-63
	R..	..	..	..	..	..	..	..	..
Rs. 45-00—49-99	CH 1	6-00	27-95	2-20	..	0-30	3-04	11-62	45-11
	R..	..	..	..	..	..	..	..	..
Rs. 50-00—54-99	CH 2	11-00	34-05	4-24	3-29	0-23	3-20	7-65	52-66
	R..	..	..	..	..	..	..	..	..
Rs. 55-00 and above	CH 3	10-00	48-73	3-21	1-77	0-41	4-23	13-86	72-21
	R..	..	..	..	..	..	..	..	..
Combined	CH 53	5-83	18-65	1-64	1-27	0-15	1-84	6-50	30-05
	R 31	5-30	13-28	1-63	0-62	0-10	1-41	4-07	21-11

CH—Calcutta and Howrah.
R—Rest.

Table V—concl'd.

(Combined.)

Expenditure level.	Number of families.	Average number of persons.	Average expenditure per family.						Total expenditure.
			Food.	Fuel and light.	House-rent.	Household requisites.	Clothing.	Miscellaneous.	
1	2	3	4-(1)	4-(2)	4-(3)	4-(4)	4-(5)	4-(6)	5
Rs. 5.00—9.99	1	2.00	5.25	0.83	0.92	0.03	0.26	0.85	8.14
Rs. 10.00—14.99	5	4.20	8.39	1.33	0.09	0.10	1.00	2.65	13.56
Rs. 15.00—19.99	22	4.32	11.02	1.27	0.82	0.08	1.05	3.08	17.32
Rs. 20.00—24.99	18	5.06	13.20	1.40	0.69	0.13	1.33	5.65	22.40
Rs. 25.00—29.99	15	6.07	17.03	1.61	1.33	0.14	1.86	5.01	26.98
Rs. 30.00—34.99	8	7.88	19.58	1.99	1.15	0.12	1.85	8.01	32.70
Rs. 35.00—39.99	5	5.20	23.47	1.77	1.07	0.10	2.40	7.80	36.61
Rs. 40.00—44.99	4	5.75	25.39	1.84	2.04	0.21	3.07	10.08	42.63
Rs. 45.00—49.99	1	6.00	27.95	2.20	..	0.30	3.04	11.82	45.11
Rs. 50.00—54.99	2	11.00	34.06	4.24	3.29	0.23	3.20	7.65	52.66
Rs. 55.00 and above	3	10.00	48.73	3.21	1.77	0.41	4.23	13.86	72.21
Combined	84	5.67	16.68	1.63	1.03	0.13	1.68	5.60	26.75

APPENDIX C.

Table A.

Statement showing the rates of wages and other emoluments in the Oil Mills visited by the Committee.

Name of Mill.	Number of workers.	Filter.		Blacksmith.		Carpenter.		Latheman.		Tindal.	
		Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.
1	2	3	4	5	6	7	8	8	10	11	12
(1) Swalka Oil Mills, Lillocah.	425	Rs. a. 162 8	Rs. a. 78 0	Rs. a. 92 2	Rs. a. 78 0	Rs. a. ..	Rs. a. ..	Rs. a. ..	Rs. a. ..	Rs. a. ..	Rs. a. ..
(2) Satyanarayan Oil Mills, Salkia.	8	..	..	..	..	..	..	..	..	..	..
(3) Debendranath Sadhukhan's Oil Mills, Upper Circular Road, Calcutta.	21	..	..	..	..	..	..	..	..	70 0	40 0
(4) Luxmi Oil Mills, Upper Circular Road, Calcutta.	71	108 0	70 0	..	..	..	..	..	..	..	..
(5) Kashimbazar Oil Mills, Kashimbazar, district Berhampur.	45	52 0	38 0	..	70 0	80 0	50 0	70 0	50 0	*60 0	55 0
(6) Sreemanto Oil Mills, Khagra, district Berhampur.	37	..	40 0	..	70 0	..	..	..	50 0	..	50 0

APPENDIX C.
Table A—contd.

Name of Mill.	Gutch Cutter.		Ghandman.		Fireman.		Mistry (electrician).		Press moulder.		Pressman.	
	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.	Maximum.	Minimum.
1	13	14	15	16	17	18	19	20	21	22	23	24
(1) Swalka Oil Mills, Lilloah.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.
(2) Satyanarayan Oil Mills, Sakia.	..	..	..	82 8	..	..	..	..	..	..	..	..
(3) Debendranath Sadhu- khan's Oil Mills, Upper Circular Road, Calcutta.	..	..	..	..	..	..	..	..	..	80 0	..	..
(4) Luxmi Oil Mills, Upper Circular Road, Calcutta.	..	..	..	..	..	..	..	..	..	91 0	..	..
(5) Kashimbazar Oil Mills, Kashimbazar, district Berhampur.	..	85 0	..	..	..	55 0	..	..	..	..	53 0	57 0
(6) Sreemanto Oil Mills, Khagra, district Berhampur.	..	100 0	..	50 0	..	50 0	..	..	..	..	37 8	37 0

Table A—contd.

[illegible]

APPENDIX C.
Table A—contd.

Name of Mill.	Press Cooly.		General Cooly.		Female cooly.		Jhalaitwala.		Welder.		Clerks.		Remarks.
	Maxi- mum.	Mini- mum.	Maxi- mum.	Mini- mum.	Maxi- mum.	Mini- mum.	Maxi- mum.	Mini- mum.	Maxi- mum.	Mini- mum.	Maxi- mum.	Mini- mum.	
1	25	26	27	28	29	30	31	32	33	34	35	36	37
(1) Swalka Oil Mills Lilloah.	Rs. a. 71 8	Rs. a. 58 8	Rs. a. 71 8	Rs. a. 58 8	Rs. a. ..	Rs. a. 35 12	Rs. a. ..	Rs. a. ..	Rs. a. ..	Rs. a. ..	Rs. a. ..	Rs. a. ..	These rates are inclusive of allowances as shown below:— Dearness allowance at Rs. 19-8 per month. House rent allowance at Rs. 7-8 per month.
(2) Saiyanarayan Oil Mills, Salkia.	..	..	..	52 8	..	..	..	..	..	..	..	..	The rates are inclusive of dearness allowance which is Rs. 7-8 per month, but it is shown separately in the wage book.
(3) Debendranath Sadhu- khan's Oil Mills, Upper Circular Road, Calcutta.	..	..	..	45 0	..	..	..	..	..	..	..	..	No other allowances is paid separately.
(4) Luxmi Oil Mills, Upper Circular Road, Calcutta.	..	..	..	57 8	37 8	32 8	..	..	..	..	..	..	These rates are inclusive of allowances. Besides this one month's pay is paid as bonus and also 21 days' pay is an <i>ex-gratia</i> payment.
(5) Kashimbazar Oil Mills, Kashimbazar, district Berham- pur.	..	(a) 47 0	55 0	(b) 47 0	..	..	..	..	..	..	..	..	No other cash allowance is given. Mustard oil sold to the workers at Rs. 1-8 per seer. *Locally called driver. (a) Locally called Expellerman. (b) Includes—Dhamawala, coalman dresser and gadh presser.
(6) Sreemanto Oil Mills, Khagra, district Berhampur.	..	..	40 0	35 0	..	..	..	..	..	..	75 0	50 0	The rates are inclusive of allowances. General cooly includes—Dhamawala, coalman, dresser, gadh presser and other coolies.

APPENDIX C.

Table B.

Statement showing rates of wages and other emoluments in the Oil Mills based on replies to the questionnaire issued by the Committee.

Name of the mill.	Unskilled.		Semi-skilled.		Skilled.		Firemen.		Skilled (work-shop).		Foreman (work-shop).		Remarks.
	Mini-mum.	Maxi-mum.	Mini-mum.	Maxi-mum.	Mini-mum.	Maxi-mum.	Mini-mum.	Maxi-mum.	Mini-mum.	Maxi-mum.	Mini-mum.	Maxi-mum.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
(1) Messrs Bhagat Oil Mills, 174, Chittaranjan Avenue, Calcutta.	57 8 0	64 8 0	..	..	61 8 0	75	95	..	79	130	160	..	The rates are all inclusive of allowance.
(2) Messrs Rai Charan Oil Mills, 35/6, Canal West Road, Sham-bazar, Calcutta.	50 0 0	..	..	..	75 0 0	118	..	..	..	..	..	..	Ditto.
(3) Messrs Sree Durga Oil Mills, 111, Raja Dinendra Street, Calcutta.	44 0 0	..	..	..	80 0 0	..	..	..	..	..	..	..
(4) Messrs Howrah Oil Mills, Howrah.	1 2 6 per day.	..	1 6 9 per day.	..	2 2 0 per day.	..	..	..	..	..	..	..	Plus dearness allowance at annas 15-8 pies per day is admissible to all categories of workers.
(5) Messrs Uma Charan Sadhu Khan's Oil Mill, Salkia, Howrah.	40 0 0	..	..	..	70 0 0	..	..	..	..	..	..	..	Mustard oil is supplied to the workers free of cost in addition.
(6) Messrs Biswanath Oil Mills, Bolepur, Birbhum.	39 0 0	..	..	..	70 0 0	100	..	..	..	..	..	..
(7) Messrs Satyanarain Oil Mills, Allpur Doars, Jalpaiguri.	35 12 0	..	..	..	60 0 0	140	..	..	..	..	..	..	Mustard oil and rice supplied to the workers at a cheaper rate.

N.B.—Other replies to the questionnaire gave insufficient data as to wages.

APPENDIX D.*Enquiry concerning wages and earnings in the Oil Mills in West Bengal.*

1. (a) Name of the Mill.....	(e) Public Ltd. Private Ltd. Proprietary.
(b) Address.....	(f) Name of Proprietors.....
(c) Post Office.....	Name of Managing Agents.....
(d) District.....	

2. Number of workers—on the last pay day of 1949—

	Male.	Female.	Children.	Total.
Employed direct by the Company				
Employed by the Contractors ..				

3. Hours of work—

	From—	To—
Weekdays ..		
Saturdays ..		
Recess ..		

4. (a) Wages paid—

Year.	Number of workers per day (Company).	Total number of days Mill worked.	Total amount of wages paid.
1946 ..			
1947 ..			
1948 ..			
1949 ..			

(b) Rate of dearness allowance, if any.....

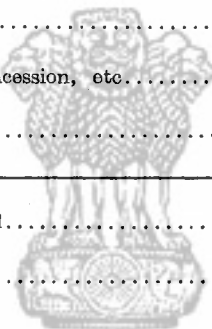
(c) Old age provision, if any.....

(d) Other benefits, viz., food concession, etc.....

.....

5. Financial resources of the Mill.....

.....



सत्यमेव जयते

No. 1486-Lab., dated Calcutta, the 7th March 1951.

Notification by—The Government of West Bengal, Labour Department.

In exercise of the power conferred by clause (a) of sub-section (I) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Governor, having considered the advice of the Committee appointed under clause (a) of sub-section (I) of section 5 of the said Act by the notification No. 112-Lab., dated the 9th January 1950, is pleased to fix the minimum rates of wages, payable to employees employed in Oil Mills in the State of West Bengal, as specified in the schedule annexed hereto.

Schedule.

1. The following shall be the minimum rate of basic wage and dearness allowance payable to the employees in Oil Mills, so long as the cost of living index number is 350 with 1939 as 100:—

(A) CALCUTTA AND HOWRAH.

		Daily rate.	Weekly rate.	Monthly rate.
		Rs. a. p.	Rs. a. p.	Rs. a. p.
I. <i>Unskilled—</i>				
	(a) Basic wage	1 0 0	6 0 0	26 0 0
	(b) Dearness allowance	0 14 9	5 8 6	24 0 0
	Total	1 14 9	11 8 6	50 0 0
II. <i>Semi-skilled—</i>				
	(a) Basic wage	1 3 9	7 6 0	32 0 0
	(b) Dearness allowance	0 14 9	5 8 6	24 0 0
	Total	2 2 6	12 14 6	56 0 0
III. <i>Skilled—</i>				
	(a) Basic wage	2 0 0	12 0 0	52 0 0
	(b) Dearness allowance	0 14 9	5 8 6	24 0 0
	Total	2 14 9	17 8 6	76 0 0
IV. <i>Clerks—</i>				
	(a) Basic wage—		Rs.	
	Non-Matriculates		50	
	Matriculates		55	
	Graduates		70	
	(b) Dearness allowance—			
	For all		30	
	Total—			
	Non-Matriculates		80	
	Matriculates		85	
	Graduates		100	

(B) OUTLYING AREAS.

			Daily rate.	Weekly rate.	Monthly. rate.
			Rs. a. p.	Rs. a. p.	Rs. a. p.
I. <i>Unskilled—</i>					
(a) Basic wage	..	..	1 0 0	6 0 0	26 0 0
(b) Dearness allowance	..	..	0 13 6	5 1 0	22 0 0
Total	..	..	1 13 6	11 1 0	48 0 0
II. <i>Semi-skilled—</i>					
(a) Basic wage	..	..	1 3 9	7 6 0	32 0 0
(b) Dearness allowance	..	..	0 13 6	5 1 0	22 0 0
Total	..	..	2 1 3	12 7 0	54 0 0
III. <i>Skilled—</i>					
(a) Basic wage	..	..	2 0 0	12 0 0	52 0 0
(b) Dearness allowance	..	..	0 13 6	5 1 0	22 0 0
Total	..	..	2 13 6	17 1 0	74 0 0

IV. *Clerks—*

(a) Basic wage—		Rs.
Non-Matriculates	..	50
Matriculates	..	55
Graduates	..	70
(b) Dearness allowance—		
For all	..	28
Total—		
Non-Matriculates	..	78
Matriculates	..	83
Graduates	..	98

2. The female workers shall get basic pay and dearness allowance at $\frac{4}{5}$ ths of ordinary rate.

3. The apprentices shall get basic pay and dearness allowance at $\frac{2}{3}$ rds of the ordinary rate.

4. Dearness allowance shall be changed when there is a variation of 20 points in the cost of living index number. The rate of change of dearness allowance per point in the cost of living index number shall be as follows :—

	Workers.	Clerks.
	Rs. a. p.	Rs. a. p.
Calcutta and Howrah	.. 0 2 0	0 2 6
Outlying areas	.. 0 1 10	0 2 3

The corresponding amount for 20 points shall be as follows :—

	Workers.	Clerks.
	Rs. a. p.	Rs. a. p.
Calcutta and Howrah	.. 2 8 0	3 2 0
Outlying areas	.. 2 5 0	2 13 0

No. 4163-Lab., dated Calcutta, the 4th July 1951.

Notification by—The Government of West Bengal, Labour Department.

Whereas minimum rates of wages in respect of employment in Oil Mills in the State of West Bengal have been fixed under the Minimum Wages Act, 1948 (XI of 1948);

Now, therefore, in exercise of the powers conferred by sections 13 and 14 of the Minimum Wages Act, 1948 (XI of 1948), the Governor is pleased to fix, for the employees in the Oil Mills in the State of West Bengal, the hours of work constituting a normal working day, the period of interval for rest, the day for weekly rest, and the rate of overtime, as specified in the schedule hereto annexed.

The schedule.

1. Eight working hours including an interval of rest for half an hour shall constitute a normal working day and six such days shall constitute a week, provided that all or any section of employees in any Oil Mill may be required by the employer to work up to 9 hours in any day subject to the weekly limit of 48 hours. Work in any Oil Mill, which is a factory within the meanings of the Factories Act, 1948 (LXIII of 1948), shall be subject to the condition laid down in Chapters VI and VII of the Factories Act, 1948 (LXIII of 1948).

2. Sunday shall be ordinarily the day for weekly rest.

3. For work beyond normal working hours the employees shall be paid at double the ordinary rate, which shall be in accordance with the provisions of section 59 of the Factories Act, 1948 (LXIII of 1948).

